Northern Saskatchewan

Regional Training Needs Assessment Report 2004-2005

June 2004

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Northern Saskatchewan

Regional Training Needs Assessment Report

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Produced in partnership by:

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The Northern Labour Market Committee, c/o Saskatchewan Learning, Box 5000, La Ronge, S0J 1L0

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Visit us on the world wide web at:

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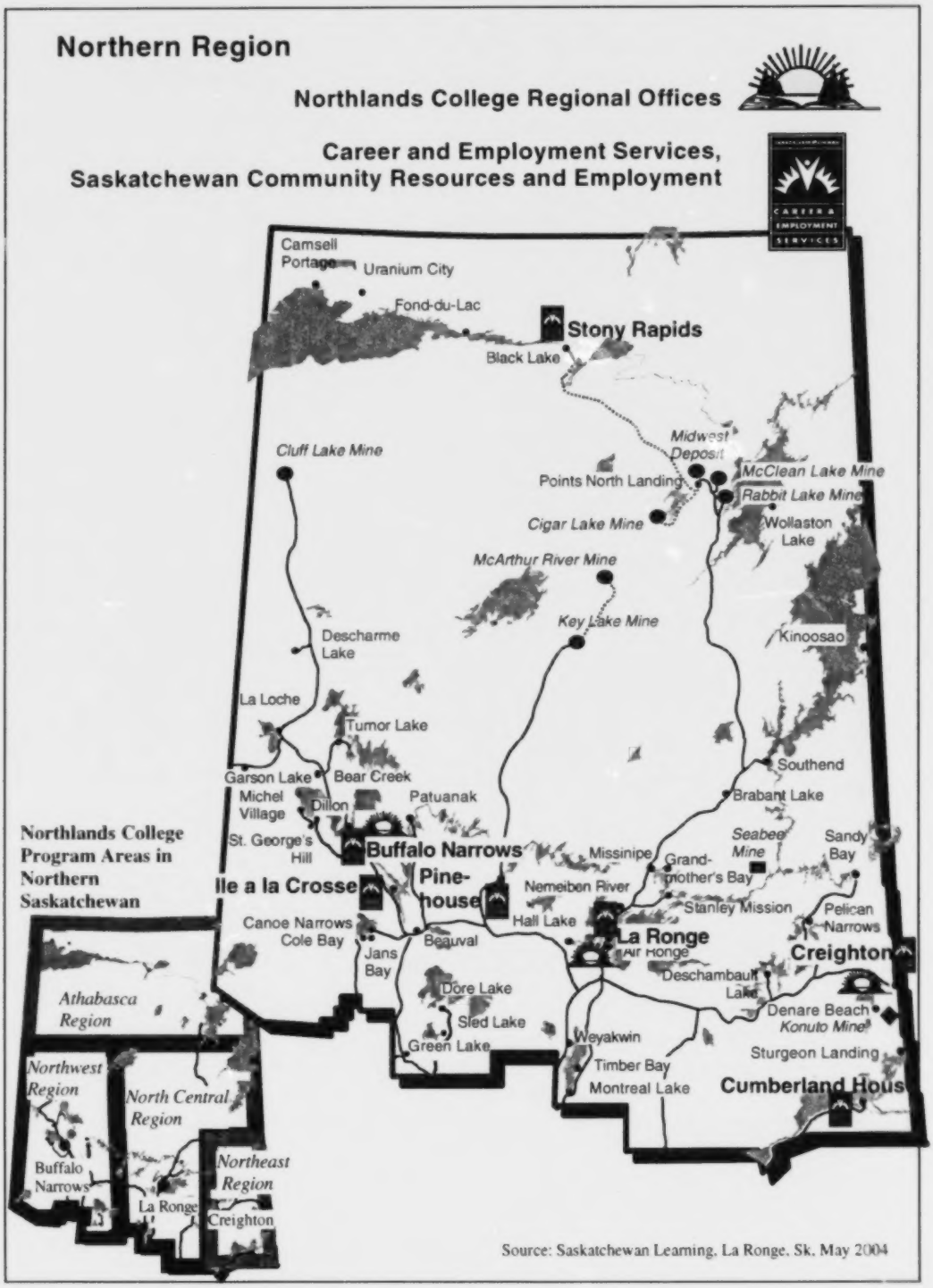
Cover photo: T. Charles wild rice harvesting in 2002. Photography by S. Feschuk courtesy of Kitsaki Management Limited Partnership.


Northern Region
Northlands College Regional Offices
Career and Employment Services,
Saskatchewan Community Resources and Employment
Camsell Portage
Uranium City
Fond-du-Lac
Stony Rapids
Black Lake
Cluff Lake Mine
Midwest Deposit
McClean Lake Mine
Points North Landing
Rabbit Lake Mine
Cigar Lake Mine
Wollaston Lake
McArthur River Mine
Key Lake Mine
Kinoosao
Descharme Lake
La Loche
Tumor Lake
Garson Lake
Bear Creek
Southend
Michel Village
Dillon
Patuanak
Brabant Lake
St. George's Hill
Buffalo Narrows
Missinipe
Seabee Mine
Sandy Bay
Pine-house
Nemeiben River
Grand-mother's Bay
Ile a la Crosse
Stanley Mission
Pelican Narrows
Canoe Narrows
Cole Bay
Hall Lake
La Ronge
Jans Bay
Beauval
Creighton
Deschambault Lake
Dore Lake
Denare Beach
Konuto Mine
Sled Lake
Green Lake
Weyakwin
Sturgeon Landing
Timber Bay
Montreal Lake
Cumberland House
Athabasca Region
Northwest Region
North Central Region
Northeast Region
Buffalo Narrows
La Ronge
Creighton
Northlands College Program Areas in Northern Saskatchewan
Source: Saskatchewan Learning, La Ronge, Sk. May 2004

Contents

Map of the Region 2

Contents 3

Summary of Trends, Implications, and Training Priorities 4

1. Consulting with Partners 7

2. Tracking Population Trends and Implications for Education

Region 8
Population 8
Changing Demographics 12
Education and Training 14
Labour Force 18
Incomes 22
Families 24
Population Trends and Implications for Education 25

3. Tracking Regional Industry Trends and Training Opportunities

Mineral Sector - Mining 26
Mineral Sector - Exploration 33
Oil and Gas Sector 38
Forestry Sector 43
Resource Harvesting Sector 50
Construction and Trades Sector 58
Commercial Services Sector 63
Public and Non-Commercial Services Sector 65

4. Making the Connections to Training

Grade 12 Courses and Prerequisites for Post-Secondary Training 73
Scholarships and Bursaries 76
Apprenticeship Training Opportunities and Prerequisites 77
Services for Learners and Employment Seekers 80
Northlands College Training Program Priorities 81
Training Opportunities through Northlands College 2004-2005 85

5. Thanking our Sources

Sources List 88
Northern Labour Market Committee 90

Summary of Trends, Implications for Education, and Training Priorities

- Demographic Trends in Summary

  ◊ The population is small, primarily of Aboriginal ancestry, and lives in small communities across a very large area.

  ◊ The population is young and growing, although it is beginning to follow the provincial aging trend shown by declines in the number of Kindergarten and grade one students entering school systems.

  ◊ Educational attainment continues to be well below provincial levels, however, the number of high school graduates and those with post-secondary certification, diplomas or degrees has increased significantly in each of the last two decades.

  ◊ Youth age 15 to 24 continue to be at a disadvantage to youth in other areas of the province. A much higher percentage of girls in the north become teen mothers; fewer youth attend school; fewer are active in the labour force; and for those who join the workforce, unemployment is high.

  ◊ Economic development and job creation have kept pace with the growing, young labour force but have not made any gains in increasing employment opportunities over the past decade; a high proportion of working age people have not joined the workforce. For those who have joined the workforce, employment opportunities are more often part-time or seasonal and unemployment is high.

  ◊ Part time work, lower education levels, dependence on social assistance, and more single-parent families are all factors in the lower incomes in the northern region.

- Industry Trends in Summary

  ◊ Mining and mineral exploration will continue to play a large role in the northern economy for the foreseeable future. If the Cigar Lake mine proceeds to production, there will be increased employment opportunities from 2006 onward. The majority of employment opportunities will be in trades, mill operation, equipment operation, and underground mining. The majority of employment opportunities now require post-secondary training in professional, technical, and trades categories. Mining companies are demanding higher education levels even of entry-level workers because of technological advancements in mining and safety issues. Looming retirements in the trades area requires long-term planning in order to have journeypersons trained for trades positions. The challenge is to have northern residents trained for these higher level and training-intensive jobs.

  ◊ Although the oil and gas sector is booming, the seasonal nature of the industry makes it difficult to recruit and retain workers resulting in a shortage of roughnecks, derrick hands and drillers. In contrast, the Alberta oil sands sector provides year round employment.

More companies and businesses in the oil and gas sector are demanding a higher level of skills as well as employability skills for entry-level workers. The most significant job growth is forecast in occupations that require long-term training and post-secondary education such as journey tradespersons and engineers.

◊ The market demand as well as market prices for Saskatchewan's forest products are expected to stay high because of continuing housing booms in Canada and the U.S. This strong demand linked with the recent victory for Canadian producers in the softwood lumber trade dispute with the U.S. could herald a rebound in the next year in the northern logging and saw milling industry from the current slow period. Forestry producers continue to have difficulty recruiting trained technicians, process operators, and supervisors. The challenge of recruiting for professional and trades workers will continue over the next several years because of the longer training period for these occupations. Another challenge in producing a trades workforce is finding initial employment in apprenticeable positions in the small economic base of the northern region, a necessity before apprenticeship can begin.

◊ Commercial fishing and wild rice harvesting appear to offer the most potential for those interested in resource harvesting occupations and businesses. These sectors have shown a trend of steadily increasing production volumes and value over the past decade. Other fledgling industries that show potential are mushrooms, birch syrup, and fiddleheads. A key need in the industry is the development of new, value-added products in order to be competitive and gain market share.

◊ The demand for skilled trades workers is expected to continue as more trades people are required to serve the needs of a growing population. As well, several upcoming construction projects across the north will create employment opportunities for trained trades workers. Northern trades workers often face barriers to progressing in their trade because of a lack of academic prerequisites or a shortage of employment opportunities in which to gain trade time. The challenge facing northern agencies is to create awareness among youth of the job opportunities in trades and to create innovative solutions in trades training delivery that links training to employment and indentureship.

◊ The northern region will likely continue to have difficulty recruiting educators, specialized teachers, and care givers in most health occupations because of the provincial shortage of these workers, strong competition with other regions, and demands of a growing population. The key for both the health and education sectors is to encourage local people to be trained for these careers, since they are more likely to stay in their home region. Government legislation and regulations are driving the need for training and certification for employees of child-care centres and water/waste water management operations.

- <u>Education and Training Implications</u>

◊ The great distances between and small sizes of communities pose difficulties in teacher recruitment and retention and boost the costs of services, facilities, and program delivery.

- ◊ The growing young population will continue to place demands upon K-12 education, post-secondary education and training, and career planning services.

- ◊ The large number of young people entering the labour market need jobs to go to and need the academic prerequisites and skills to access jobs both in the region and elsewhere.

- ◊ Lower educational attainment in the region means literacy programs, academic upgrading, and career planning services will continue to be needed for the adult population.

- ◊ A number of training delivery and funding agencies operate in the northern region, providing services to their target populations. Many agencies continue to work in partnerships in order to avoid duplication and maximize their financial resources.

• Training Priorities in Summary

- ◊ Secondary schools need to continue to encourage students to achieve Grade 12 with prerequisites in Math and Science areas to enable graduates to enter directly into post-secondary education and training.

- ◊ Educational institutions need to continue raising awareness with youth of the employment possibilities and, as a result, the education needed to obtain those jobs.

- ◊ Basic Education is the foundation for post-secondary training and entry into employment; it is the most requested program to Northlands College from communities and industry sectors. Northlands College will continue to deliver basic education and literacy programs utilizing partnerships with northern stakeholders. Oil sands, forestry and mining sectors are increasingly requiring entry-level applicants to have Grade 12/GED 12, which will increase the demand for GED preparation classes and full-time credit programs.

- ◊ Northlands College will continue to target skills programming that is linked to employment opportunities in the northern region. Industry involvement ensures that programming is tied directly to employment opportunities in forestry and mining through Multi-Party Training Plan III and the Forestry Training Plan. Plans for 2004-2005 call for a dramatic increase in technical training under Multi-Party Training Plan III to meet mining sector skill needs and Northlands College will meet the challenge. Other partnerships will target health and trades sectors. Challenges continue to be the ability to decentralize trades and skill programs to the north and to certify residents for northern employment.

- ◊ Northlands College, as an official off-campus Arts and Science site, will offer courses from University of Saskatchewan and University of Regina at its campuses, through SCN, TEL centres, and partnerships with First Nations University of Canada. Student supports, on-site tutors, and funding are essential ingredients in increasing student success in university programs.

1. Consulting with Partners

- Purpose
  - ◊ The purpose of this regional training needs assessment is to look at emerging jobs and training needs in the local labour market and to find ways to address those needs through partnerships and consultations.

  - ◊ Provincially-funded training programs and career and employment services in the northern half of the province are planned and delivered by Northlands College, Saskatchewan Learning, and Community Resources and Employment. The Northern Labour Market Committee, a partnership of industry, governments, economic development, training and community agencies, provides a forum to discuss emerging local labour trends and training requirements. Together, these agencies work in partnership to implement programs and strategies to meet training needs.

- Process
  - ◊ Information for the labour market and demographic sections of this report were obtained from Statistics Canada Census, Saskatchewan Health's Covered Population statistics, Northern Labour Market Committee meetings, *Opportunity North*, interviews, and written material from web sites and newspapers.

  - ◊ Northlands College leads the process to develop the training section of this report through the following steps.

    Regional program planning meetings are held in February and March for communities to present their training requests, discuss the budget allocated to their region, share local labour market information, and propose solutions. Participants include Northlands College, Saskatchewan Learning, Community Resources and Employment, community and First Nations leadership, economic development agencies and regional economic corporations, Metis and First Nations training and funding agencies, health districts, and industry.

    The College meets semi-annually with all northern training-related funding agencies to determine their priorities for funding and the amounts of financial commitment.

    The College also meets with committees or forums that represent target groups or industries in the region. These include the Northern Labour Market Committee (NLMC) and its task-oriented subcommittees. Two subcommittees, Mineral Sector Steering Committee and Forestry Training Subcommittee, identify and co-ordinate training for their sectors to be funded under the Multi-Party Training Plan and Forestry Training Plan partnership agreements. The goals of the committees are included in the last section.

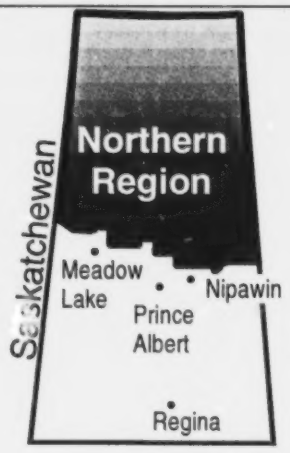
    Based on priorities of communities and industries and the commitments of the funders, the Northlands College Board finalizes the Program Plan and initial programs are advertised in the program calendar. Significant program planning, however, is ongoing in order to address emerging training needs, resulting in additional programs being launched throughout the year.

2 Tracking Population Trends and Implications for Education

- The Region

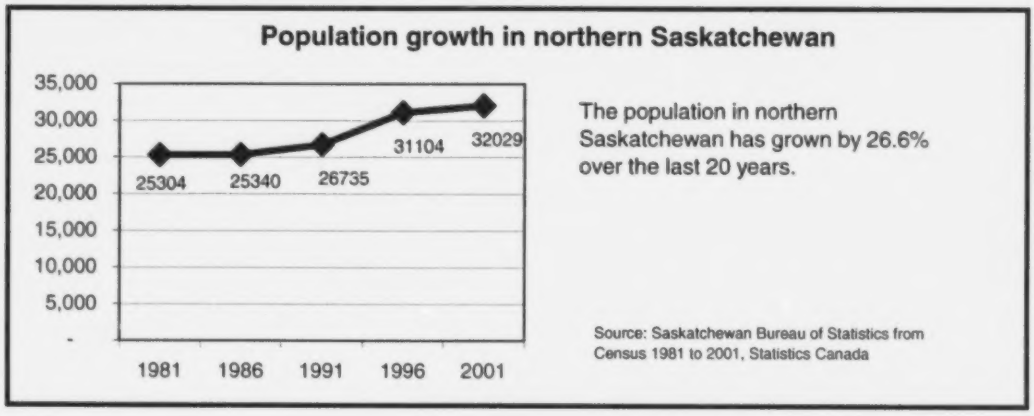
◊ The Northlands College region encompasses the northern half of Saskatchewan, approximately 300,000 square kilometres of forested land and lakes.

◊ Communities fall under the authority of 4 health districts: Mamawetan Churchill River, Keewatin Yathe, Athabasca, and Kelsey Trail (Cumberland House). This region falls within the boundary of the Northern Administration District as defined by the provincial department of Government Relations and Aboriginal Affairs, the same boundary used by the federal government for Saskatchewan Census District #18.

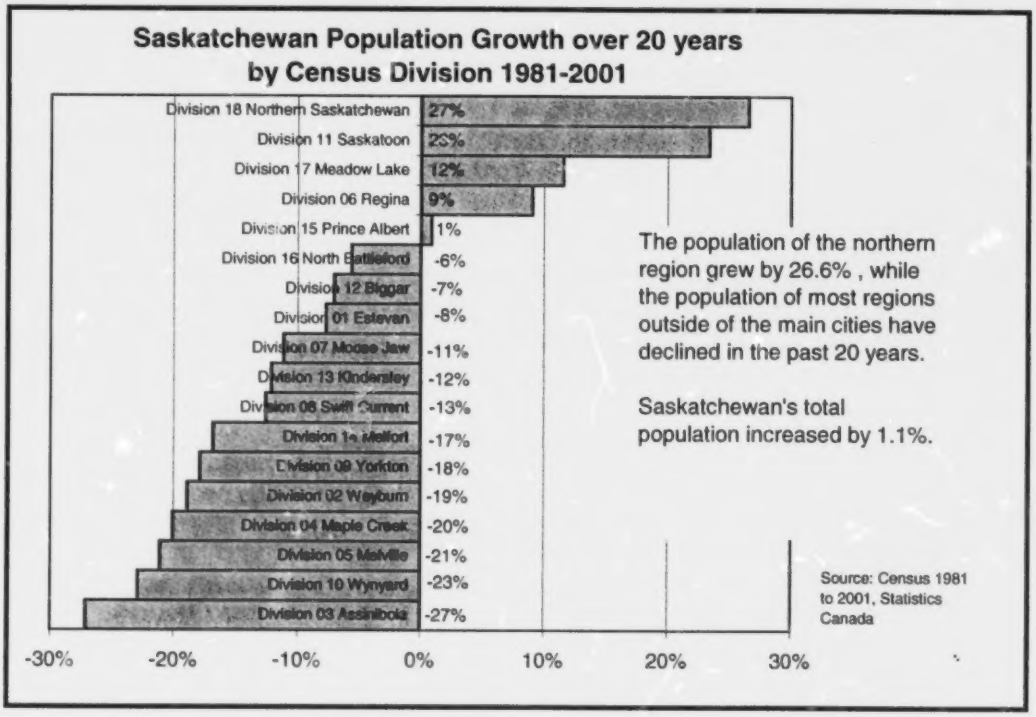


- The population

◊ The population of northern Saskatchewan according to Census 2001 was 32,029, representing 3.3% of the province's population of 978,933.

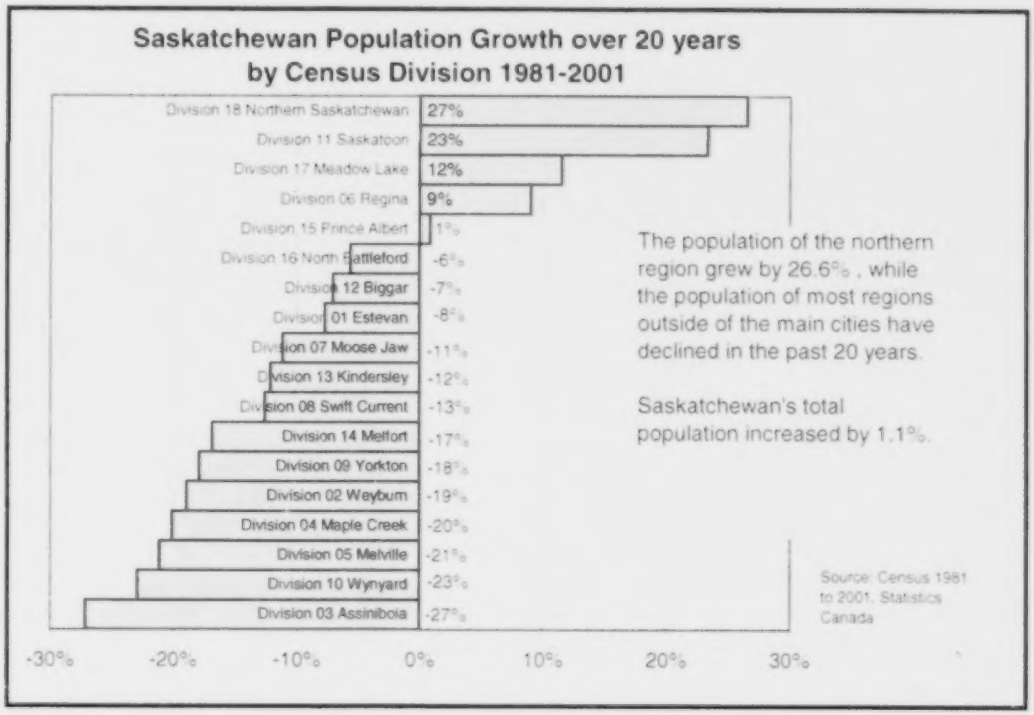


◊ The northern region has led population growth across the province for the past 20 years. Since 1981, the northern population grew by 26.6%, compared to total provincial growth of only 1.1%. Provincial growth took place in and around urban centres of Saskatoon, Regina, Prince Albert, and Meadow Lake as rural populations declined, as shown in the chart.


Saskatchewan Population Growth over 20 years
by Census Division 1981-2001
Division 18 Northern Saskatchewan 27%
Division 11 Saskatoon 23%
Division 17 Meadow Lake 12%
Division 06 Regina 9%
Division 15 Prince Albert 1%
Division 16 North Battleford -6%
Division 12 Biggar -7%
Division 01 Estevan -8%
Division 07 Moose Jaw -11%
Division 13 Kindersley -12%
Division 08 Swift Current -13%
Division 14 Melfort -17%
Division 09 Yorkton -18%
Division 02 Weyburn -19%
Division 04 Maple Creek -20%
Division 05 Melville -21%
Division 10 Wynyard -23%
Division 03 Assiniboia -27%
The population of the northern region grew by 26.6% , while the population of most regions outside of the main cities have declined in the past 20 years.
Saskatchewan's total population increased by 1.1%.
Source: Census 1981 to 2001, Statistics Canada
-30% -20% -10% 0% 10% 20% 30%

◊ In the five years between 1996 and 2001, the population in the northern region grew by 3% while the total population of the province declined by 1.1%.

◊ In the northern region, the greatest population growth took place in the north central area, growing 6.5% since 1996. The northwest area grew by 3.4%. The population in the Athabasca area in the far north has steadily increased since the decline in the early 1980s caused by the cessation of mining at Uranium City. The population in the northeast area has been affected by downsizing at the Flin Flon mine in the 1990s.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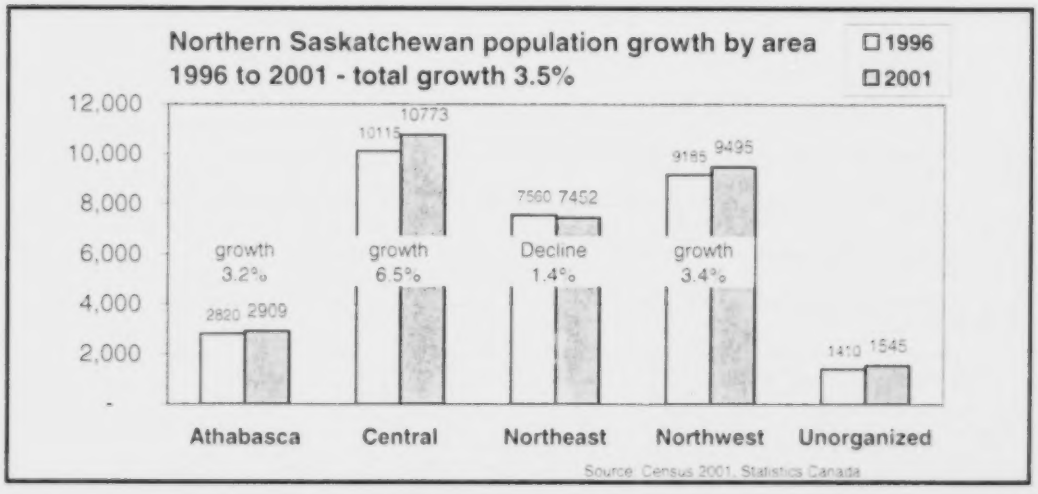
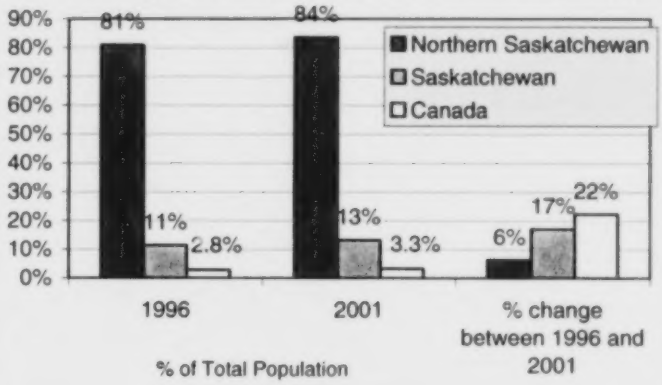


◊ About 58% of the population lives in 35 small, municipal communities and 42% reside in reserve communities belonging to 12 First Nations (Census 2001).

◊ The majority of people in the region are of Aboriginal heritage, primarily Cree and Dene First Nations and Metis. In fact, 23% of the Aboriginal people in Saskatchewan reside in the northern half of the province.

◊ People reporting an Aboriginal identity form 83.6% of the population in northern Saskatchewan compared to 13.3% provincially and 3.3% nationally, as shown in the chart below. Aboriginal identity refers to those people who reported identifying with at least one Aboriginal group – North American Indian, Metis, or Inuit.

Aboriginal People's Share of Total Population is on the Rise



The Aboriginal population accounts for 84% of the total population in the northern region of Saskatchewan, an increase of 6.3% between 1996 and 2001.

The Aboriginal population across Canada grew by 22%

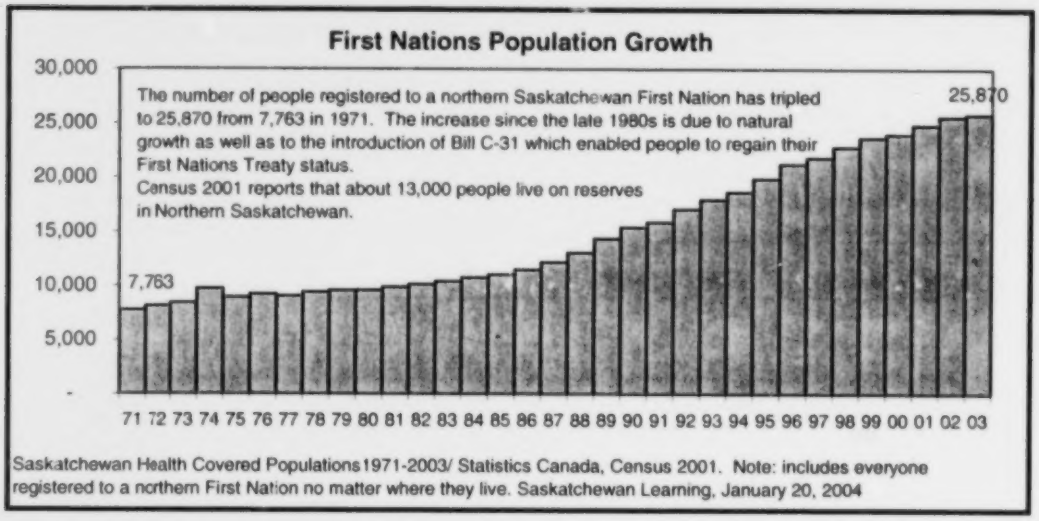
Source: *Aboriginal Peoples of Canada: A Demographic Profile , Statistics Canada,* 2001 Census. Saskatchewan Learning, La Ronge May 8, 2003.

◊ Census 2001 data shows that Aboriginal people's share of the population is on the rise across the country. The Aboriginal population in the northern region of Saskatchewan grew by 6.3% since 1996; the Aboriginal population in the province as a whole grew by 17%; and across Canada, the Aboriginal population grew by 22.2%

	Aboriginal Population				
	1996		2001		
	Aboriginal Identity	% of population	Aboriginal Identity	% of population	% change 1996 to 2001
Northern Saskatchewan	25,145	80.9%	26,720	83.6%	6.3%
Saskatchewan	111,245	11.4%	130,190	13.3%	17%
Canada	799,010	2.8%	976,305	3.3%	22.2%

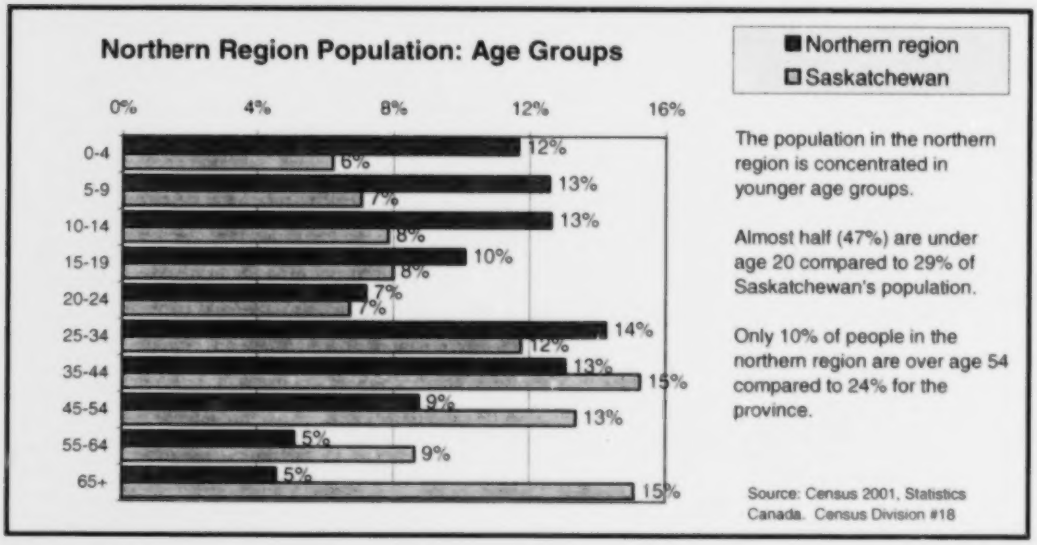
◊ The majority of Aboriginal people in northern Saskatchewan identified themselves as North American Indians, comparable to Aboriginal people in the rest of Canada. This group makes up the largest group of people in the northern region, forming over 50% of the total population. Metis make up about 30% of the northern population.

◊ Saskatchewan Health statistics for 2003 show a significant increase in the number of Aboriginal people registered to a northern First Nation. The number of people registered has tripled to 25,870 over the past 30 years, as shown in the chart below. These statistics depict everyone registered to a northern First Nation, wherever they reside. Population growth is partly from higher birth rates as well as the introduction of Bill C-31 in the mid-1980s, which enabled people to regain their First Nations Treaty status.


First Nations Population Growth
30,000
25,000
20,000
15,000
10,000
5,000
-
The number of people registered to a northern Saskatchewan First Nation has tripled to 25,870 from 7,763 in 1971. The increase since the late 1980s is due to natural growth as well as to the introduction of Bill C-31 which enabled people to regain their First Nations Treaty status.
Census 2001 reports that about 13,000 people live on reserves in Northern Saskatchewan.
25,870
7,763
71 72 73 74 75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03

Saskatchewan Health Covered Populations1971-2003/ Statistics Canada, Census 2001. Note: includes everyone registered to a northern First Nation no matter where they live. Saskatchewan Learning, January 20, 2004

◊ In contrast to the province as a whole, the northern population is young: 47% are under age 20 compared to 29% provincially. As well, only 10% are over age 54 compared to 24% provincially, as shown in the next chart of Census 2001 data.


Northern Region Population: Age Groups
Northern region
Saskatchewan
0% 4% 8% 12% 16%
0-4 12% 6%
5-9 13% 7%
10-14 13% 8%
15-19 10% 8%
20-24 7% 7%
25-34 14% 12%
35-44 13% 15%
45-54 9% 13%
55-64 5% 9%
65+ 5% 15%
The population in the northern region is concentrated in younger age groups.
Almost half (47%) are under age 20 compared to 29% of Saskatchewan's population.
Only 10% of people in the northern region are over age 54 compared to 24% for the province.
Source: Census 2001, Statistics Canada. Census Division #18

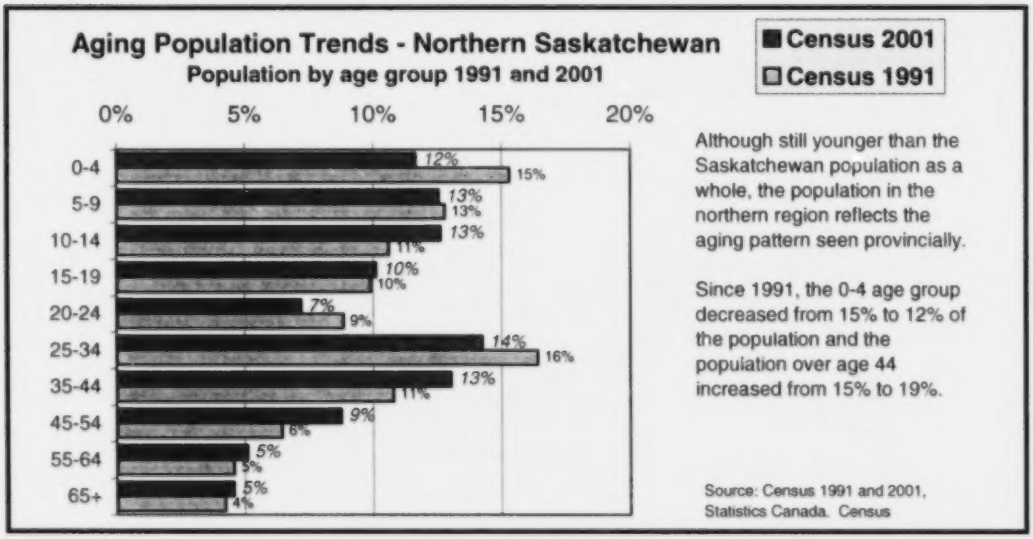
◊ The median age for the northern region's population is 22.1 years of age, 16.7 years younger than the province as a whole. *The Aboriginal Peoples of Canada: A Demographic Profile* reports that Saskatchewan's median age for its non-Aboriginal population is the oldest of all provinces in Canada at 38.8 years of age. In contrast, the median age for Saskatchewan's Aboriginal population (North American Indian and Metis) is the youngest in Canada (except for Nunavut) at 20.1 years of age. The median age for Saskatchewan's North American Indian population is even younger – 18.4 years of age – a full 20 years lower than the province's non-Aboriginal population. The median age is the point at which exactly half of the population is older and half is younger.

Median Ages of Populations (the point at which exactly half of the population is older and half is younger) Census 2001

	Canada Total population median age = 37.6			**Saskatchewan Total population median age = 36.7**			**Northern Saskatchewan**
	Non-Aboriginal population	Aboriginal Identity	Northern American Indians	Non-Aboriginal population	Aboriginal Identity	Northern American Indians	Total Population
Median Age	37.7	24.7	23.5	38.8	20.1	18.4	22.1

- Changing Demographics

◊ Similar to the national and provincial population trends, the northern population also is aging although the population in northern Saskatchewan is still much younger than the provincial population as a whole. The chart below shows that children under age 5 make up 12% of the northern population compared to 15% a decade ago, while the proportion over age 44 has grown from 15% to 19% of the population.



◊ Compared to 1991, there were 350 fewer children under age 5, a decline of 8.6%. The school age population (5 to 19), however, grew by 2,400 – a 27% increase.

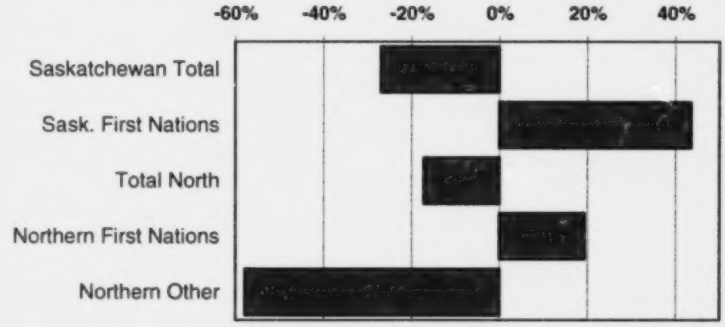
◊ The number of people who are retired or are nearing retirement (age 55 and over), while relatively small, soared 32% between 1991 and 2001 to 3,100, an increase of 745 people.

Population by Age – Saskatchewan and Northern Region, 1991 and 2001

	Census 1991				Census 2001				% change since 1991	
Ages	Saskatchewan	%	Northern Region	%	Saskatchewan	%	Northern Region	%	Saskatchewan	North
0-4	78,170	7.9%	4090	15.3%	60,940	6.2%	3,740	11.7%	-22.0%	-8.6%
5-9	81,250	8.2%	3425	12.8%	69,325	7.1%	4,030	12.6%	-14.7%	17.7%
10-14	78,045	7.9%	2840	10.6%	76,960	7.9%	4,050	12.6%	-1.4%	42.6%
15-19	73,150	7.4%	2645	9.9%	78,315	8.0%	3,240	10.1%	7.1%	22.5%
Subtotal	**310,615**	**31.4%**	**13,000**	**48.6%**	**285,540**	**29.2%**	**15,060**	**47.0%**	**-8.1%**	**15.8%**
20-24	64,490	6.5%	2365	8.9%	65,925	6.7%	2,310	7.2%	2.2%	-2.3%
25-34	157,940	16.0%	4380	16.4%	115,125	11.8%	4,565	14.3%	-27.1%	4.2%
35-44	139,050	14.1%	2885	10.8%	149,335	15.3%	4,180	13.1%	7.4%	44.9%
45-54	91,515	9.3%	1730	6.5%	130,875	13.4%	2,805	8.8%	43.0%	62.1%
55-64	85,415	8.6%	1225	4.6%	84,565	8.6%	1,635	5.1%	-1.0%	33.5%
65+	139,930	14.1%	1130	4.2%	147,565	15.1%	1,465	4.6%	5.5%	29.6%
Total	**988,955**	**100%**	**26,715**	**100%**	**978,930**	**100%**	**32,020**	**100%**	**-1.0%**	**19.9%**

◊ *The Aboriginal Peoples of Canada: A Demographic Profile* reports that the aging trend in the Aboriginal population is in large part due to a gradually improving life expectancy and to the declining birth rate among Aboriginal peoples. The Aboriginal birth rate, however, continues to be about 1.5 times that of the non-Aboriginal population. The following chart by *Saskatchewan Education Indicators 2002* shows the declining number of births in the northern area and in Saskatchewan as a whole.

Percentage Change in Birth Numbers in Saskatchewan between 1989 and 2001



Between1989 and 2001, the total number of births in Saskatchewan declined by 27% and in the northern area by 17%.
During the same period, the number of births in the First Nations population increased by 44% and in the northern population by 19%.

Source: *Saskatchewan Education Indicators 2002, Saskatchewan Learning*, Regina, From *Health Population Data*, Saskatchewan Health, 2002

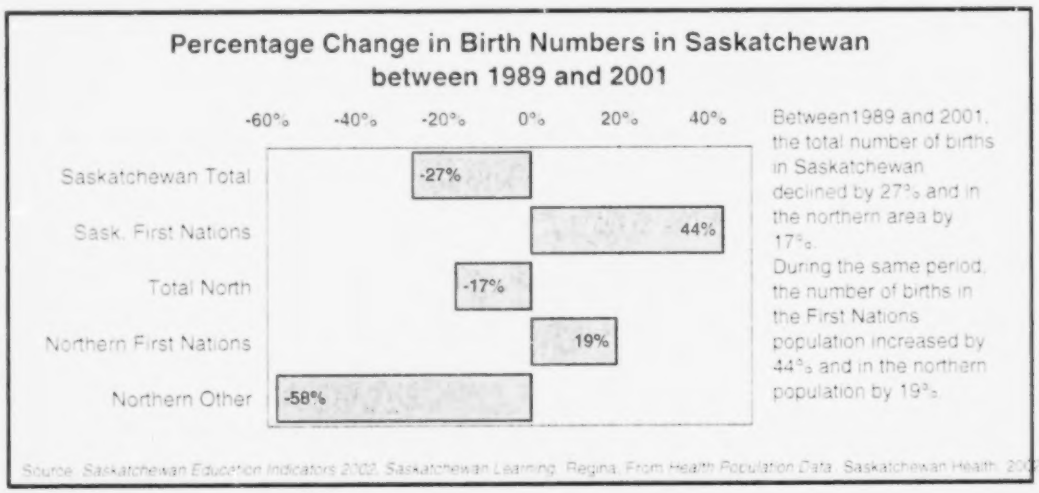
- Compared to 1991, there were 350 fewer children under age 5, a decline of 8.6%. The school age population (5 to 19), however, grew by 2,400 – a 27% increase.

- The number of people who are retired or are nearing retirement (age 55 and over), while relatively small, soared 32% between 1991 and 2001 to 3,100, an increase of 745 people.

Population by Age – Saskatchewan and Northern Region, 1991 and 2001

	Census 1991				Census 2001				% change since 1991	
Ages	Saskatchewan	%	Northern Region	%	Saskatchewan	%	Northern Region	%	Saskatchewan	North
0-4	78,170	7.9%	4090	15.3%	60,940	6.2%	3,740	11.7%	-22.0%	-8.6%
5-9	81,250	8.2%	3425	12.8%	69,325	7.1%	4,030	12.6%	-14.7%	17.7%
10-14	78,045	7.9%	2840	10.6%	76,960	7.9%	4,050	12.6%	-1.4%	42.6%
15-19	73,150	7.4%	2645	9.9%	78,315	8.0%	3,240	10.1%	7.1%	22.5%
Subtotal	**310,615**	**31.4%**	**13,000**	**48.6%**	**285,540**	**29.2%**	**15,060**	**47.0%**	**-8.1%**	**15.8%**
20-24	64,490	6.5%	2365	8.9%	65,925	6.7%	2,310	7.2%	2.2%	-2.3%
25-34	157,940	16.0%	4380	16.4%	115,125	11.8%	4,565	14.3%	-27.1%	4.2%
35-44	139,050	14.1%	2885	10.8%	149,335	15.3%	4,180	13.1%	7.4%	44.9%
45-54	91,515	9.3%	1730	6.5%	130,875	13.4%	2,805	8.8%	43.0%	62.1%
55-64	85,415	8.6%	1225	4.6%	84,565	8.6%	1,635	5.1%	-1.0%	33.5%
65+	139,930	14.1%	1130	4.2%	147,565	15.1%	1,465	4.6%	5.5%	29.6%
Total	**988,955**	**100%**	**26,715**	**100%**	**978,930**	**100%**	**32,020**	**100%**	**-1.0%**	**19.9%**

- *The Aboriginal Peoples of Canada: A Demographic Profile* reports that the aging trend in the Aboriginal population is in large part due to a gradually improving life expectancy and to the declining birth rate among Aboriginal peoples. The Aboriginal birth rate, however, continues to be about 1.5 times that of the non-Aboriginal population. The following chart by *Saskatchewan Education Indicators 2002* shows the declining number of births in the northern area and in Saskatchewan as a whole.

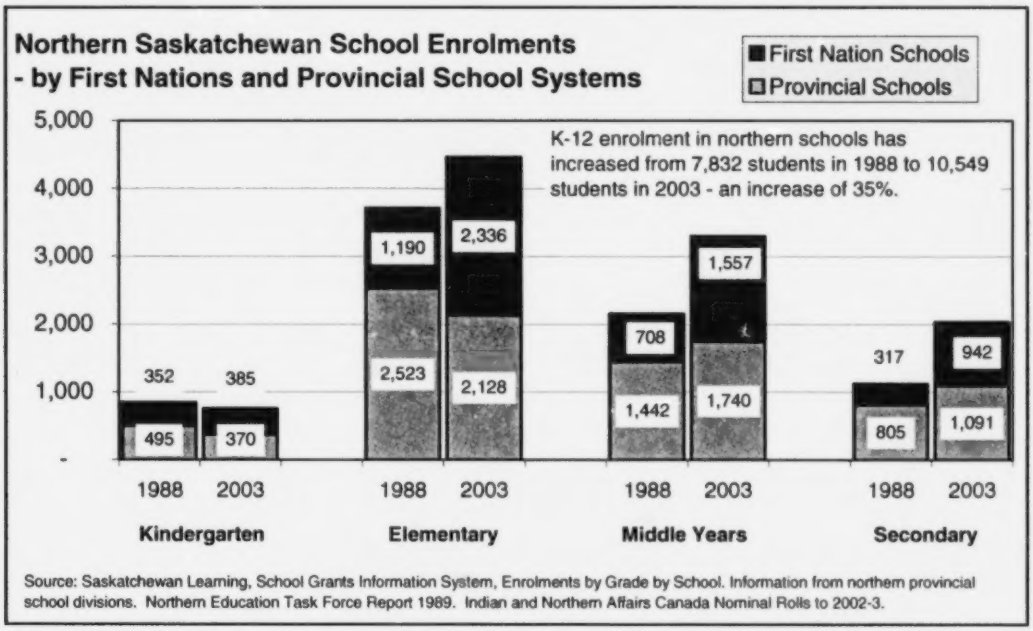

Percentage Change in Birth Numbers in Saskatchewan between 1989 and 2001
-60%
-40%
-20%
0%
20%
40%
Saskatchewan Total
-27%
Sask. First Nations
44%
Total North
-17%
Northern First Nations
19%
Northern Other
-58%
Between1989 and 2001, the total number of births in Saskatchewan declined by 27% and in the northern area by 17%.
During the same period, the number of births in the First Nations population increased by 44% and in the northern population by 19%.
Source: Saskatchewan Education Indicators 2002, Saskatchewan Learning, Regina. From Health Population Data, Saskatchewan Health, 200

◊ During the next 15 years, the northern region population will continue to grow. Currently, there are 5,550 people in the 15-24 age group. In 15 years, the children currently aged 0-9 will be aged 15 to 24 and of childbearing age – 7,770 people. With this increase in the number of women in the childbearing age groups, the actual number of births in the north should increase, even though the northern birthrate is declining.

◊ The *Planning for Saskatchewan's Future* report forecasts that seniors (age 65 and older) will increase from 4% to 6% of the northern population by 2015. This 2% increase in proportion of the population results in a doubling of the actual number of seniors in the north, from 1,500 to 2,700.

- Education and Training

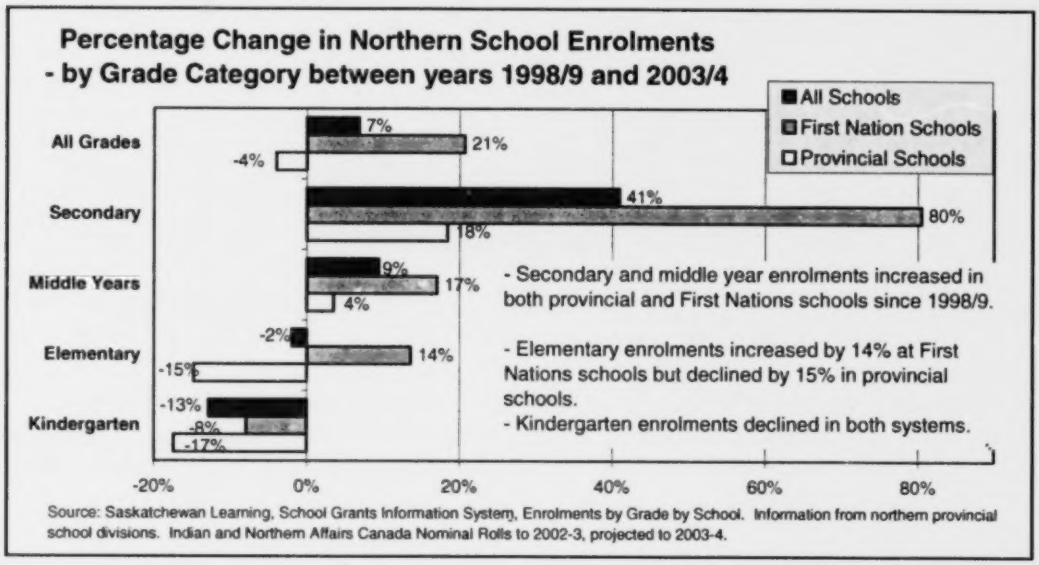
◊ North-wide school enrolment increased by 35% in 15 years, from 7,832 students in 1988-89 to 10,549 in 2003-04, as shown in the chart below. Five provincial schools with 744 students were transferred to First Nations systems since 1991. As a result, enrolment in northern provincial schools has increased by only 1% since 1988, while First Nations school enrolment has increased by 103%.



Source: Saskatchewan Learning, School Grants Information System, Enrolments by Grade by School. Information from northern provincial school divisions. Northern Education Task Force Report 1989. Indian and Northern Affairs Canada Nominal Rolls to 2002-3.

◊ More schools are offering complete high school programs and young people are staying in school longer. The chart and table below show the enrolment trend across the northern region for the past 6 years. Secondary level enrolments increased by 41% and middle years enrolments by 9% since 1998-99.

◊ The following chart also depicts the aging trend in the northern population. Although school enrolments have increased by 7% across the north in the past 6 years, enrolments in kindergarten have declined by 13%, with decreases in both provincial (-17%) and First Nations (-8%) schools. Across the north, the number of Kindergarten students decreased by 111 and the number of Grade One students decreased by 84 students.

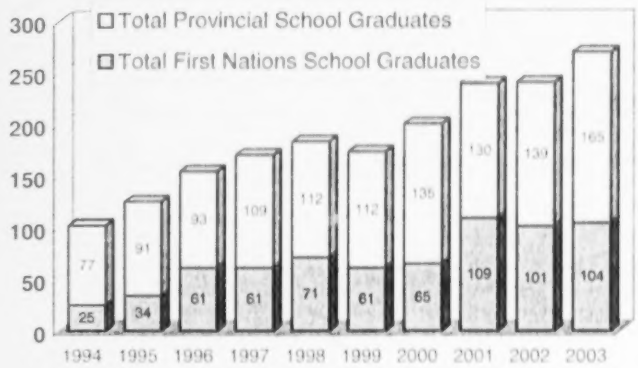


Northern Saskatchewan School Enrolments - change by Grade Category in Last 6 Years – 1998-99 to 2003-04					
	Kindergarten	Elementary	Middle Yrs	Secondary	Total
Provincial Schools					
1998	448	2498	1681	921	5548
2003	370	2128	1740	1091	5329
First Nations Schools					
1998	418	2055	1330	522	4325
2003	385	2336	1557	942	5220
Total North					
1998	866	4553	3011	1443	9873
2003	755	4464	3297	2033	10549

% change over 6 years 1998-99 to 2003-04			
% change	Provincial Schools	First Nation Schools	All Schools
Kindergarten	-17%	-8%	-13%
Elementary	-15%	14%	-2%
Middle Years	4%	17%	9%
Secondary	18%	80%	41%
All Grades	-4%	21%	7%

◊ With more people staying in school longer, the number of students achieving their Grade 12/Adult 12 diploma has increased dramatically – an increase of 164% across the north over the last decade. A total of 269 people graduated from Grade 12 in 2003, up from 102 in 1994. The number of graduates from provincially-funded schools and institutes increased by 114% while the number of graduates from federally funded schools and institutes increased by 316%, as shown in the following chart.

Graduates from Provincial and First Nations Schools in Northern Saskatchewan 1994 to 2003



Since 1994, the number of high school and Adult 12 graduates from Provincially-funded systems increased by 114% while the number of graduates from Federally-funded schools increased by 316%.

In 1994, a total of 102 students graduated. By 2003, 269 people graduated from northern Saskatchewan schools and institutes - an overall increase of 164%.

Saskatchewan Learning, La Ronge. Source: Saskatchewan Learning, Student Services, Regina. Sept. 19, 2003. Includes provincial and First Nations schools, Northlands College and SIIT.

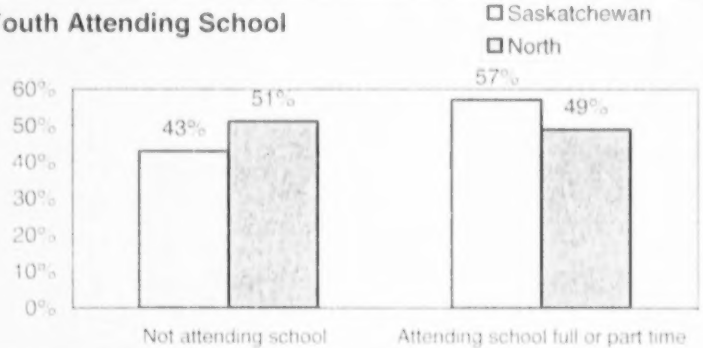
◊ The number of adults in northern Saskatchewan achieving Adult 12 increased dramatically in the last decade. Of the total 269 graduates in the north in 2003, 71 were Adult 12 graduates - 26% of total graduates, compared to only 3% in 1994.

◊ In the northern population aged 15 to 24, more youth were attending school in 2001 than before, although the proportion is still much lower than the province as a whole. 49% were attending school either full time or part-time compared to 45% in 1996. Province-wide, 57% of youth age 15 to 24 were attending school, as shown in the chart below. (Census 2001)

Proportion of Youth Attending School

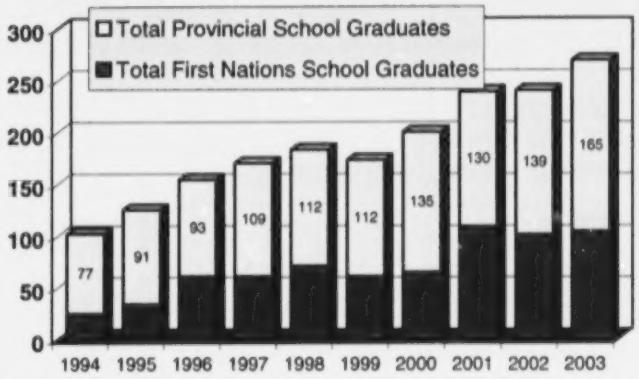
In the northern region, fewer youth aged 15 to 24 are attending school than in Saskatchewan as a whole.

Census 2001



◊ Despite the recent increases in the number of Adult 12 graduates, the education levels of the northern population over age 19 are still well below the levels of the provincial population in general. A very large proportion of adults has less than a grade 9 education - 25.1% compared to 11% provincially.

Graduates from Provincial and First Nations Schools in Northern Saskatchewan 1994 to 2003



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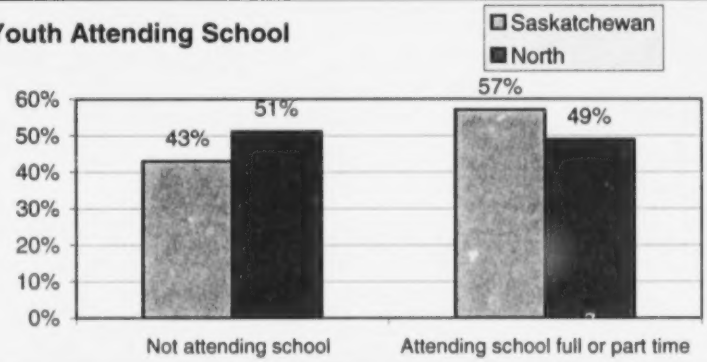

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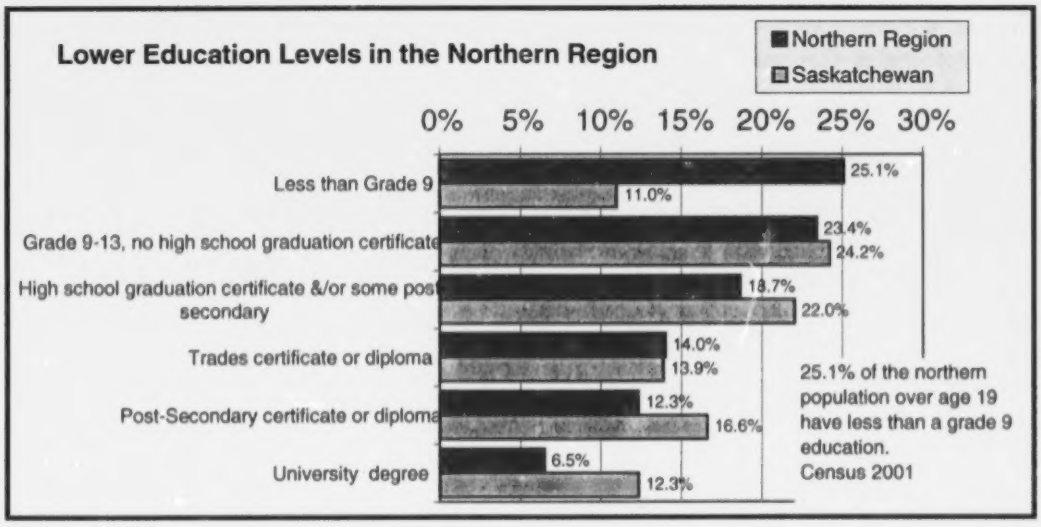
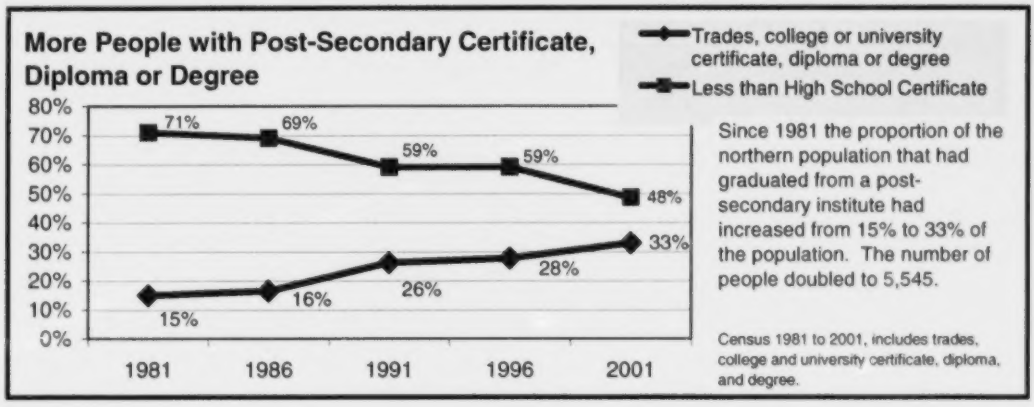


◊ Fewer people in the northern region than in the province generally had completed a post-secondary certificate or diploma - 12.3% compared to 16.6% provincially.

◊ The proportion of the northern population that had achieved a university degree was substantially lower than the province: only 6.5% compared to 12.3% provincially as shown in the chart and table. Only the population in the two major centres of Air Ronge/La Ronge and Creighton/Denare Beach had education levels similar to the provincial percentages.

Highest Level of Schooling of population over age 19– Census 2001	**North**	**%**	**Saskatchewan**	**%**
Less than Grade 9	4,240	25.1%	74,495	11.0%
Grade 9-13, no high school graduation certificate	3,955	23.4%	163,955	24.2%
High school graduation certificate &/or some post-secondary	3,150	18.7%	149,345	22.0%
Trades certificate or diploma	2,365	14.0%	93,970	13.9%
Post-Secondary certificate or diploma	2,080	12.3%	112,535	16.6%
University degree	1,100	6.5%	83,535	12.3%
Total Population over age 19	**16,880**	**100.0%**	**677,835**	**100.0%**

◊ Nationally and provincially, education levels are rising and this also is true in Saskatchewan's northern region. According to Census 2001, the working age population in the northern region who had graduated with a certificate, diploma or degree from a trade school, college or university rose from 15% in 1981 to 33% in 2001. For the most part, this was the result of the decline in people with less than a high school education – the proportion with less than a high school graduation certificate fell from 71% to 48%.



- Labour Force

  ◊ A large proportion of the northern population is too young to be in the work force. Only 63% of the population in the region are of working age (age 15 or older) compared to 77% provincially. And of those in the working age group, a greater proportion are young than in the province as a whole: 27.5% are age 15 to 24 compared to 18.7% provincially and only 29.3% are age 45 and older compared to 47% provincially.

Population Age 15 and over – Saskatchewan and Northern Region , 1991 and 2001 (20% sample)

Labour Force	Census 1991				Census 2001				% change 1991 to 2001	
Ages	Saskatchewan	%	Northern Region	%	Saskatchewan	%	Northern Region	%	Saskatchewan	North
15-19	73,150	9.7%	2645	16.2%	78,315	10.1%	3,240	16.0%	7.1%	22.5%
20-24	64,490	8.6%	2365	14.5%	65,925	8.5%	2,310	11.4%	2.2%	-2.3%
Subtotal	**137,640**	**18.3%**	**5,010**	**30.6%**	**144,240**	**18.7%**	**5,550**	**27.5%**	4.8%	10.8%
25-34	157,940	21.0%	4380	26.8%	115,125	14.9%	4,565	22.6%	-27.1%	4.2%
35-44	139,050	18.5%	2885	17.6%	149,335	19.4%	4,180	20.7%	7.4%	44.9%
45-54	91,515	12.2%	1730	10.6%	130,875	17.0%	2,805	13.9%	43.0%	62.1%
55-64	85,415	11.4%	1225	7.5%	84,565	11.0%	1,635	8.1%	-1.0%	33.5%
65+	139,930	18.6%	1130	6.9%	147,565	19.1%	1,465	7.3%	5.5%	29.6%
Total	**751,490**	**100%**	**16,360**	**100%**	**771,705**	**100%**	**20,200**	**100%**	**2.7%**	**23.5%**

◊ The labour force in Saskatchewan (those working or looking for work) was the oldest in Canada in 2001, with an average age of 39.8 years, compared with the national average of 39.0. However, the northern region of Saskatchewan had the youngest labour force of the province's 18 Census regions at an average age of 37.

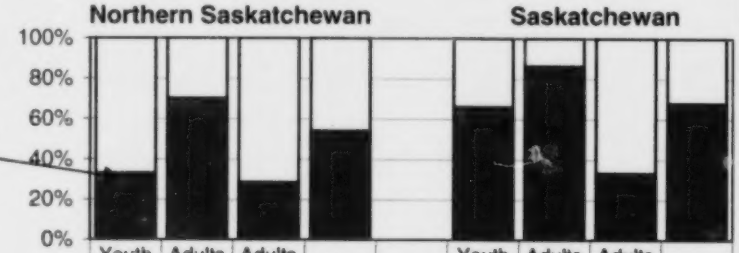
◊ Many northern communities lack the infrastructure to create jobs for their citizens. As a result, only 54% of the 20,200 adults age 15 and over were active in the labour force (either working or looking for work) compared to 68% provincially.

◊ By gender, 59% of males aged 15 and over are active in the labour force compared to 74% provincially. Only 48% of females are in the labour force compared to 62% provincially.

◊ The participation rate of youth aged 15 to 24 in the labour force is considerably lower than in the province generally: only one-third were working or looking for work in 2001 compared to two-thirds of youth province-wide, as shown in the chart below. (Census 2001)

Lower Participation in the Labour Force in the Northern Region

54% of the working-age population in the north are actively looking for work or working compared to 68% provincially.
Only 33% of northern youth are in the labour force compared to 66% provincially.
Census 2001: 20% sample

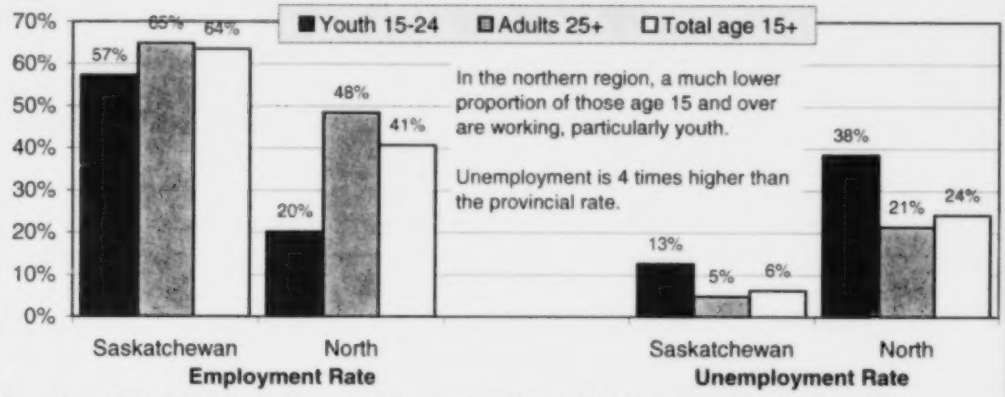


	Northern Saskatchewan					Saskatchewan			
	Youth 15-24	Adults 25-54	Adults 55+	Total		Youth 15-24	Adults 25-54	Adults 55+	Total
Not in Labour Force	67%	30%	72%	46%		34%	14%	67%	32%
Labour force	33%	70%	28%	54%		66%	86%	33%	68%

◊ The employment rate refers to the number of persons employed in the week prior to Census Day as a percentage of the total population 15 years of age and older. The employment rate for the northern population age 15 years and older was 40.7% compared to 63.5% provincially.

◊ Broken down by age groups, the employment gap between the province and the northern region are striking, as shown in the chart below: only 20% employment in the northern youth population compared to 57% among youth provincially.

Labour Force in Northern Region (Age 15+) Faces Higher Unemployment



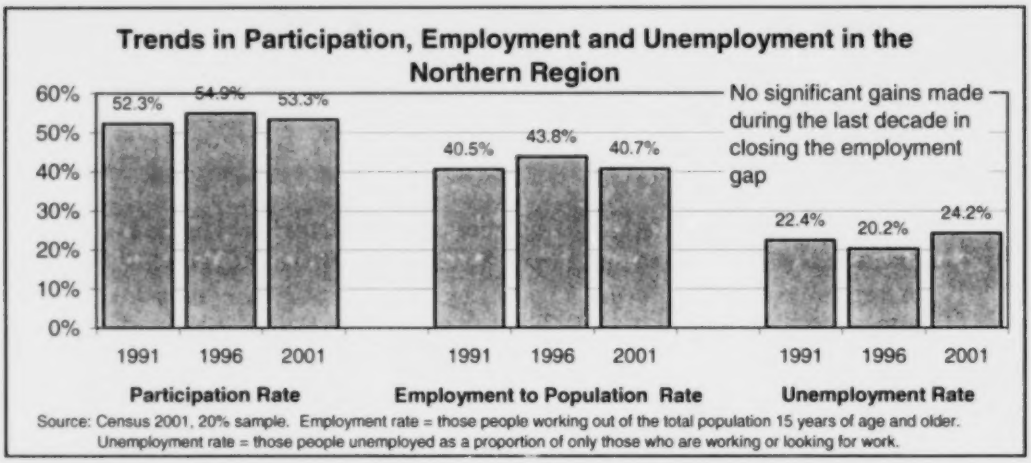
Source: Census 2001, 20% sample. Employment rate = those people working out of the total population 15 years of age and older.
Unemployment rate = those people unemployed as a proportion of only those who are working or looking for work.

◊ The unemployment rate across the northern region of Saskatchewan is 24% or 4 times the provincial unemployment rate, as shown in the chart above. Unemployment is highest in the

youth population age 15 to 24. They face 12.6% unemployment provincially and 38.4% unemployment across the northern region of the province.

◊ Only two populated centres have high participation and low unemployment similar to the provincial percentages: Air Ronge/La Ronge and Creighton/Denare Beach. These centres have populations with higher educational attainment than other northern communities and greater employment opportunities from mining, hospitals, and government.

◊ No significant gains were made during the last decade in lowering the unemployment rate or increasing the employment rate in the workforce, as depicted in the chart below. Between 1991 and 2001, there was a small gain of 1% made in participation rates.



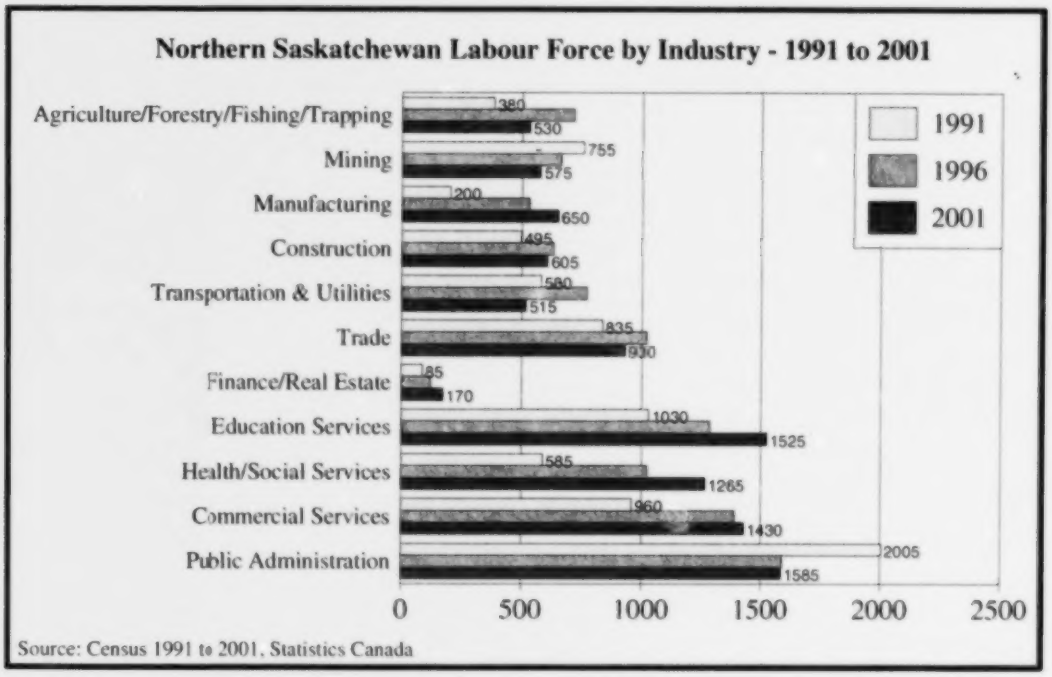
◊ The next graph and chart show that the labour force in northern Saskatchewan is concentrated in the education, health, commercial service, and government sectors.

◊ Compared to Saskatchewan, the northern region has a higher proportion of its labour force in education services, government (public administration), and mining. The north has a smaller proportion of its labour force in agriculture/forestry, retail, and commercial services.

◊ Employment has increased in all sectors in the north over the past decade except in three: mining, government (public administration), and transportation.

◊ The sectors with the biggest increases in labour force employment since 1991 were health, education, commercial services, forestry, and manufacturing.

	Northern Region							Saskatchewan	
Labour Force by Industries Census 1991-2001	**1991**	**%**	**1996**	**%**	**2001**	**%**	**% change 1991 to 2001**	**2001**	**%**
Agriculture/Forestry/Fishing/ Trapping	380	5%	715	7%	530	5%	39%	72,735	14%
Mining	755	10%	660	7%	575	6%	-24%	14,455	3%
Manufacturing	200	3%	530	5%	650	7%	225%	29,380	6%
Construction	495	6%	630	6%	605	6%	22%	27,230	5%
Transportation & Utilities	580	7%	770	8%	515	5%	-11%	28,955	6%
Retail and Wholesale Trade	835	11%	1,020	10%	930	10%	11%	73,425	15%
Education Services	1,030	13%	1,285	13%	**1,525**	**16%**	48%	36,580	7%
Health/Social Services	585	7%	1,025	11%	**1,265**	**13%**	116%	55,625	11%
Commercial/business Services	1,045	13%	1,510	16%	**1,600**	**16%**	53%	134,340	27%
Public Administration	2,005	25%	1,590	16%	**1,585**	**16%**	-21%	31,280	6%
Total Labour Force	**7,910**	**100%**	**9,735**	**100%**	**9,780**	**100%**	24%	**504,005**	**100%**
Industry - Not applicable	630		690		1015			8225	
Total	**8,540**		**10,425**		**10,795**		26%	**512,230**	



◊ Part-time work or work for only part of the year is more common in the north than in the province generally. In the northern region, 57% of the labour force worked part-time compared to 45% provincially. When looked at by gender, about 50% of female workers in the northern labour force enjoyed full time/full year work, similar to females in the provincial labour force. Only 40% of male workers in the north, however, were employed in full time/full year jobs compared to 58% of males provincially.

- Incomes

  ◊ Census 2001 shows 10,980 people in the northern region with employment earnings in 2000 – this is just over half (54%) of the population aged 15 and over. In Saskatchewan as a whole, 69% of those aged 15 and over had earned income.

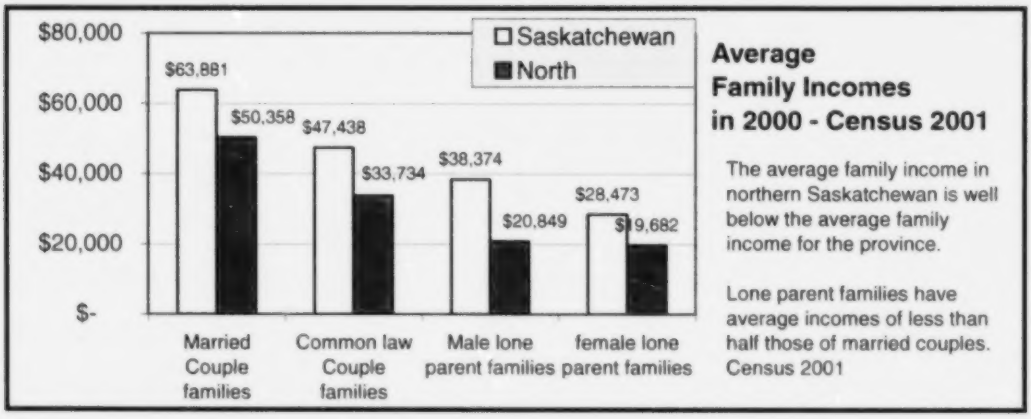
  ◊ Average employment income in the north was $21,000, much less than the provincial average of $25,900. Of those who worked full time for the full year, their average employment earnings were much higher and similar to the provincial average earnings of $35,000. Full time employment, however, is lower in the northern region. The average employment income rose for Saskatchewan and the northern region since 1996.

  ◊ The gap between average employment incomes of northern males compared to males provincially was large – they averaged only $24,000 compared to provincial male income of $30,600. The gap between employment incomes of northern females and females provincially was smaller; they averaged $18,400 in employment income compared to $20,100.

  ◊ Census 2001 statistics continue to depict many families in Saskatchewan's northern region living on low incomes. The incidence of low income was 28.1% in the northern region compared to the provincial rate of 11.8%.

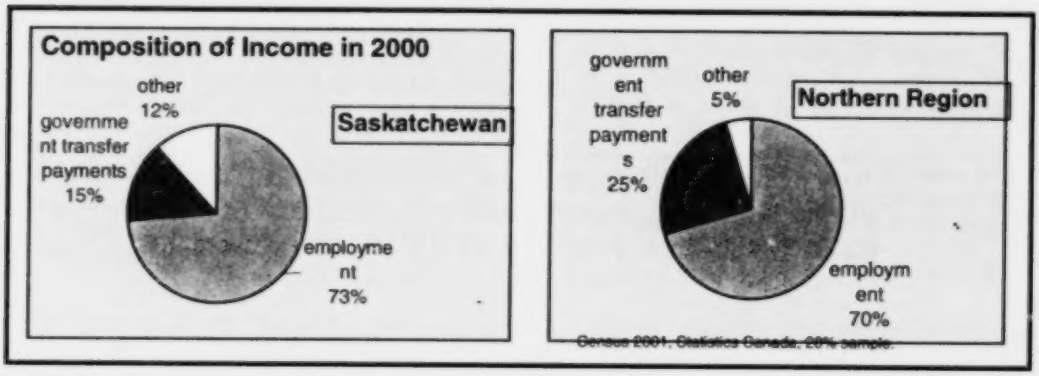
  ◊ Saskatchewan had a 5% increase in median family incomes between 1996 and Census 2001, an increase topped only by Alberta at 7%. Median family income is the point at which half of families had higher incomes and half had lower. The median income for families in the northern region of Saskatchewan, however, continues to be the lowest in the province at $27,323, half that of median family incomes of $56,908 in the Regina area.

  ◊ The average family income in the northern region is $36,359, well below the average family income for the province of $57,005. The chart below shows the average family income by type of family. Provincially, 75% of families are married couples who earned an average of $63,881 in 2000. In contrast, married couples form only 45% of all families in the north and they earned an average of $50,358.

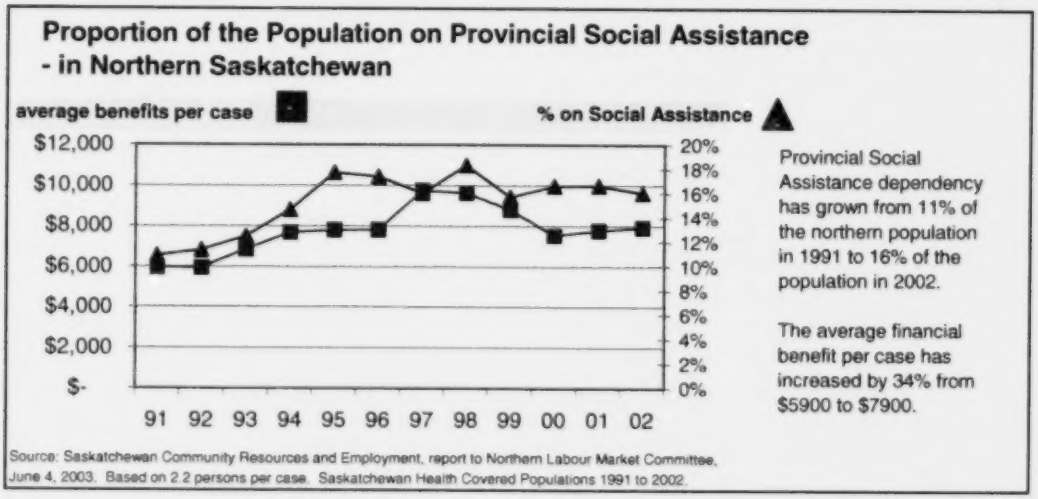


◊ Lone parent families with children at home have even lower average family incomes – less than half the average income of married couples. Lone parent families make up a large portion of all northern families – 35% - compared to 16% provincially. Females head the majority of lone parent families (Census 2001, based on 20% sample).

◊ Seventy percent of total income in the northern region is from employment, similar to the provincial percentage. Government transfer payments such as social assistance, however, make up 25% of total income compared to 14.7% provincially. Other sources such as investment and pensions make up only 4.6% of income in the northern region whereas these sources make up 11.7% of income provincially. The composition of incomes changed only slightly between 1995 and 2000.



◊ The proportion of the northern population on provincial Social Assistance grew from 11% in 1991 to 16% in 2002. The decline in the number of cases on provincial assistance over the past 5 years is due to implementation of new services and programs for low income people such as training allowances, child care, housing, and career and employment services. The average financial benefit per case has increased by 34% from $5,900 in 1991 to $7,900 in 2002, as shown in the chart below.


Proportion of the Population on Provincial Social Assistance - in Northern Saskatchewan
average benefits per case
% on Social Assistance
$12,000
$10,000
$8,000
$6,000
$4,000
$2,000
$-
20%
18%
16%
14%
12%
10%
8%
6%
4%
2%
0%
91 92 93 94 95 96 97 98 99 00 01 02
Provincial Social Assistance dependency has grown from 11% of the northern population in 1991 to 16% of the population in 2002.
The average financial benefit per case has increased by 34% from $5900 to $7900.
Source: Saskatchewan Community Resources and Employment, report to Northern Labour Market Committee, June 4, 2003. Based on 2.2 persons per case. Saskatchewan Health Covered Populations 1991 to 2002.

◊ Although the number of people receiving provincial social assistance has declined since 1997, it is estimated that, when First Nations' assistance recipients are included, at least one-quarter of all adults and children in the northern region receive social assistance. On average during the year, there are about 5,200 people on provincial assistance (2,589 cases in February 2003 averaging about 2.15 people per case). It is estimated that a similar number of people living on reserves are supported by First Nations' social assistance programs.

◊ In February 2003, the province reported that there were 2,589 cases in the north receiving provincial social assistance, ranging from single individuals to families with children and averaging about 2.15 people per case. Of the coded cases on provincial assistance, 91% of the heads of these family units were of Aboriginal ancestry. Forty-two percent of family heads were single people and in their prime working years - age 18 to 44: the majority were coded as fully employable. Forty-two percent had some high school or post-secondary education.

- Families

◊ A large proportion of the north's adult population is young – 28% are under age 24. Consequently, a larger proportion of adults is unmarried - 52% are single in the north compared to 32% in the province as a whole. A larger proportion is living in common law relationships – 15% compared to 6% provincially (Census 2001).

◊ Children in the north are less likely to live in a two-parent family. Thirty-five percent of northern families are headed by a single parent (mostly women) compared to 15.8% provincially.

◊ Families are larger in the northern region for both single and two-parent families. Of those with children, 45% of couple families have 3 or more at home compared to 26.7% provincially. 30% of northern lone-parent families have 3 or more children at home compared to 16% of lone-parent families provincially.

◊ The birth rate, although falling, is still higher than the provincial birth rate. The First Nations birth rate is about 1.5 times that of non-Aboriginal people. Teen pregnancies account for 25% of births in the north compared to 10% for the province. Ninety percent of teen mothers are single. In northern Saskatchewan, births in girls age 10 to 14 is 5.8 times the provincial rate, and for 15 to 19-year-old girls is 4 times the provincial rate (Mamawetan Churchill River Health District, Saskatchewan Health).

◊ Only 37% of occupants in private dwellings in the north own their homes compared to 71% provincially. Outside of the two centres of Air Ronge/La Ronge and Creighton/Denare Beach, the majority of houses are either provincial social housing or on-reserve and owned by the First Nations. Houses tend to be smaller but have more people living in them – half the homes have 4 or more people living in them compared to only a quarter of homes provincially. There was an average of 3.7 persons per household in the north in 2001 compared to an average of 2.5 provincially.

- Population Trends and Implications for Education

Census 2001	**Northern Demographics**	**Implications for Education**
Land mass	The northern region encompasses 268,499 square kilometres of land or 46% of the province's landmass. There is 1 person per 10 square km compared to 30 people per 10 square km of land in southern half of the province.	Distances and small communities can result in: • Difficulties in recruiting educators • Higher cost of program delivery • Fewer services, facilities and equipment
Population	47% of residents in the north are under the age of 20 compared to 29% provincially	• Large number of youth entrants into the labour market to continue
Aboriginal Population	84% of the people in the north are members of First Nations, or are Non-status and Metis people compared to 13% provincially.	• Large number of Aboriginal youth entrants into the labour market • Large number of agencies each serving their specific client populations could result in duplication unless agencies work co-operatively.
Growth projection	The population in the northern region increased by 3% compared to provincial decline of 1.1% between Census 1996 and 2001. The population is young and the number of women of childbearing age continues to increase.	• Increased demand on both K-12 and post-secondary education and training programs • Increased demand on economy to create jobs for new workers
K-12 Education	• Over 80% of students are of Aboriginal ancestry. • School enrolments grew by 7% since 1998-1999 • Half of all students are enrolled in First Nations schools • Kindergarten enrolment declined by 13% since 1998-9 • Enrolment in middle years and secondary levels has increased depicting student retention.	• Enrolments in provincial and First Nations K-12 schools are not expected to decrease significantly. • Increased demand for schools to offer full high school curriculum and career planning. • Future demand on post-secondary education and training programs and services • Opportunities for partnerships and liaison between provincial and First Nations school systems
Post-Secondary Education	• 48.5% of the regional population has less than a high school education compared to 35% provincially • Only 49% of youth are attending school compared to 57% provincially • Education levels are rising: 33% have graduated from a trade school, college or university	• Continued need for adult upgrading and literacy programs • People with low educational levels will lack the skills to qualify for jobs. • Continued high demand for post-secondary education and training programs • Potential for distance education opportunities
Employment	• 54% of people age 15 and older participate in the labour force compared to 68% provincially. • 24% of the northern labour force is unemployed compared to 6.3% of the provincial labour force • 68% of youth are not active in the work force compared to 35% provincially.	• Labour force entrants require education and skill training in order to access the available higher-skilled employment opportunities or to qualify for jobs in other parts of the province or Canada. • Continued need for career planning for adults and career awareness in schools • Fewer businesses are accepting less than Grade 12
Income And Socio-economic Conditions	• Median family income is $27,323 or half the median family income of the Regina area. Single parents' median family incomes are under $24,000. • Social Assistance levels have declined but 1/4 to 1/3 of the northern population continues to be on Social Assistance • 35% of all families in the north are headed by single parents compared to 16% provincially. • Teen pregnancies account for 25% of births in the north compared to 10% provincially (Sask Health)	• Schools require additional resources to meet needs of poor children • Opportunities for partnerships among Human Services agencies • Continued need for career planning for adults and career awareness in schools • Programs and services needed at schools for teen mothers • Flexibility in program delivery and financial assistance

3 Tracking Regional Industry Trends and Training Opportunities

3.1 Mineral Sector - Mining

- Northern mining operations are important to the provincial economy

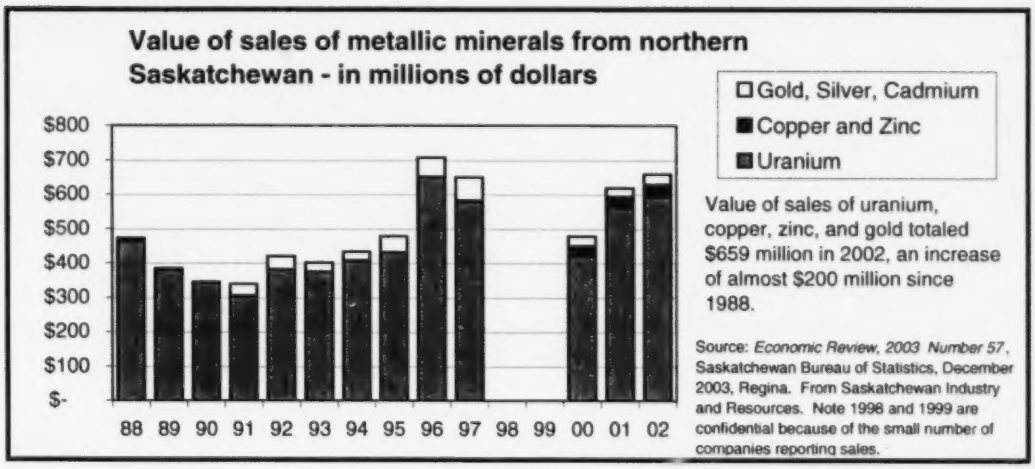
  - ◊ Northern Saskatchewan has been producing uranium for over 50 years. Currently, 3 uranium mines are in production. They produce 30% of the world's production.

  - ◊ McArthur and Cigar Lake uranium ore bodies are the largest and richest in the world.

  - ◊ One gold mine, Seabee Mine, is in production and has produced over 600,000 ounces of gold since 1991.

  - ◊ One copper-zinc mine, Konuto Mine, has been operating since 1999.

  - ◊ The northern region is virtually unexplored for a variety of non-traditional minerals such as rare earth elements and platinum group metals.


Value of sales of metallic minerals from northern Saskatchewan - in millions of dollars
$800
$700
$600
$500
$400
$300
$200
$100
$-
88 89 90 91 92 93 94 95 96 97 98 99 00 01 02
Gold, Silver, Cadmium
Copper and Zinc
Uranium
Value of sales of uranium, copper, zinc, and gold totaled $659 million in 2002, an increase of almost $200 million since 1988.
Source: Economic Review, 2003 Number 57, Saskatchewan Bureau of Statistics, December 2003, Regina. From Saskatchewan Industry and Resources. Note 1998 and 1999 are confidential because of the small number of companies reporting sales.

◊ Saskatchewan is the fifth largest producer of metallic minerals of all the Canadian provinces (gold, uranium, zinc, nickel, and copper). The chart above shows that the value of sales of metallic minerals produced in northern Saskatchewan was $659 million in 2002, an increase of almost 200 million since 1988. The value of uranium mine production in 2002 was $593 million, up from the year before. The value of copper and zinc production was $35.6 million and the value of gold and silver and cadmium was $30.2 million.

- Positive long-term prospects

◊ The demand continues to grow world wide for minerals that northern Saskatchewan produces - gold, uranium, and base metals.

– Nuclear reactors are playing an ever-increasing role in meeting the energy demands of growing populations. The number of nuclear power plants around the world has grown to 441 in more than 30 countries with 63 plants under construction or development. In addition, reactors in the United States have increased power generation per plant and have been granted operating license extensions for another 20 years. Energy demand in the U.S. is expected to increase by 50% by 2025. Ontario expects its 1.4% per year increase in energy demand to continue. It has re-started nuclear plants and will phase out coal plants by 2007 to eliminate health hazards and reduce emissions. Cameco is the exclusive supplier of fuel to the Bruce plants in Ontario, of which it is part owner, and now is a 25% owner of a nuclear power plant in Texas.
– The demand for gold has been spurred by the weak U.S. dollar and economy. Investors turn to gold purchases during times of market volatility.

◊ Cameco continues to prepare the paperwork necessary for government licensing and approvals before construction can proceed on Cigar Lake mine. The uranium spot price increased by 70% since spring 2003 to over $17 US per pound, surpassing Cameco's original target of $12 before construction would commence.

◊ The provincial government is planning that northern companies play a role in the decommissioning of former uranium mine sites in northern Saskatchewan. The province continues to press the federal government to participate in funding the cleanup. The cost to clean up Gunnar and Lorado sites near Lake Athabasca and about 40 small satellite sites is estimated at $23 million over 8 years.

- Mining Companies are good corporate neighbours to northern communities

◊ AREVA (Cogema), Cameco, and Claude Resources are partners in the Multi-Party Training Plan, a co-operative training to employment initiative with the provincial and federal governments, First Nations and Metis authorities, and Northlands College. A third phase was renewed in late 2003 for a further 5 years of jointly funded training initiatives to increase employment opportunities in the mineral sector for residents of the northern region

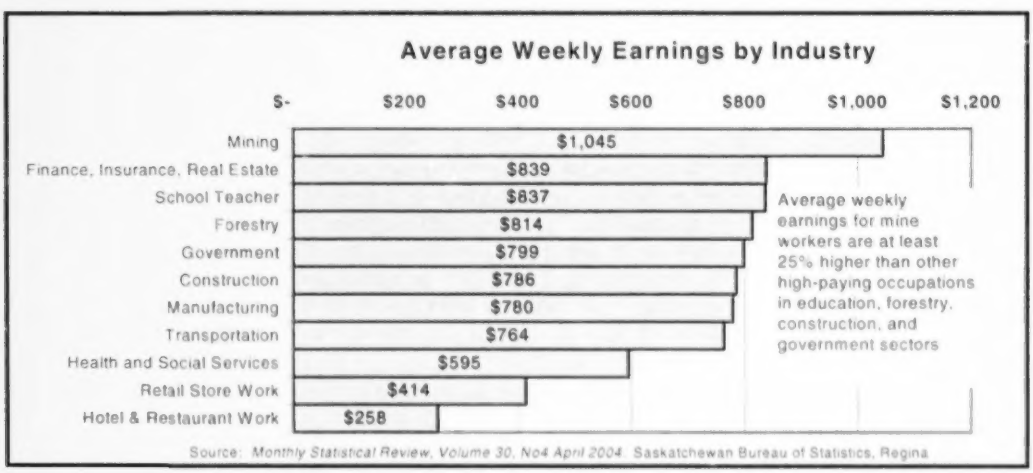
◊ Cameco and AREVA provide over $30,000 each year to the Athabasca school awards program to promote education in schools in the far north. As well, the companies provide over $50,000 annually in scholarships to assist northern students in post-secondary studies.

◊ Mining companies operating in northern Saskatchewan have made commitments to hire locally and give preference to workers from northern Saskatchewan. As a result of this commitment, over 1,200 people from the northern region are employed directly or indirectly by the mining sector, filling 53% of the total 2,300 jobs.

- Mining companies and their long-term contractors employ about 1,650 workers at site of whom 850 are from the northern region. The majority of workers from the north are of Aboriginal ancestry.
- Hudson Bay Mining and Smelting in Flin Flon, Manitoba, provides employment for about 300 workers from Creighton and Denare Beach in northern Saskatchewan.
- Other contractors such as trucking, air transportation, and short term/construction contractors employ another 350 workers of whom about 100 are from the north.

◊ The uranium companies work with the Athabasca Working Group and the Environmental Quality Committee for constructive consultations and to share information with northern communities.

◊ Northern employees of mining companies earned $23.5 million in wages in 2002. Employees of mining companies enjoy wages higher than in any other sector. Average weekly earnings were $1,045 in December 2003, or 25% higher than other high-paying jobs in forestry, government, teaching, and construction, as shown in the graph.



◊ The mining companies provide air transportation for their workers making it possible for workers from across the north to work at the mines. As shown in the chart, 11% of the employed workforce (Census 2001) in northern Saskatchewan work at mines in northern Saskatchewan and Flin Flon.

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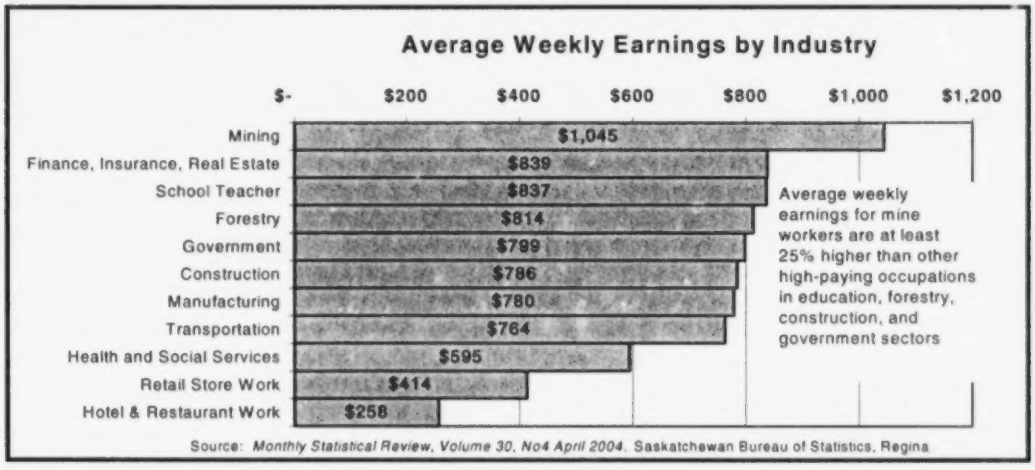

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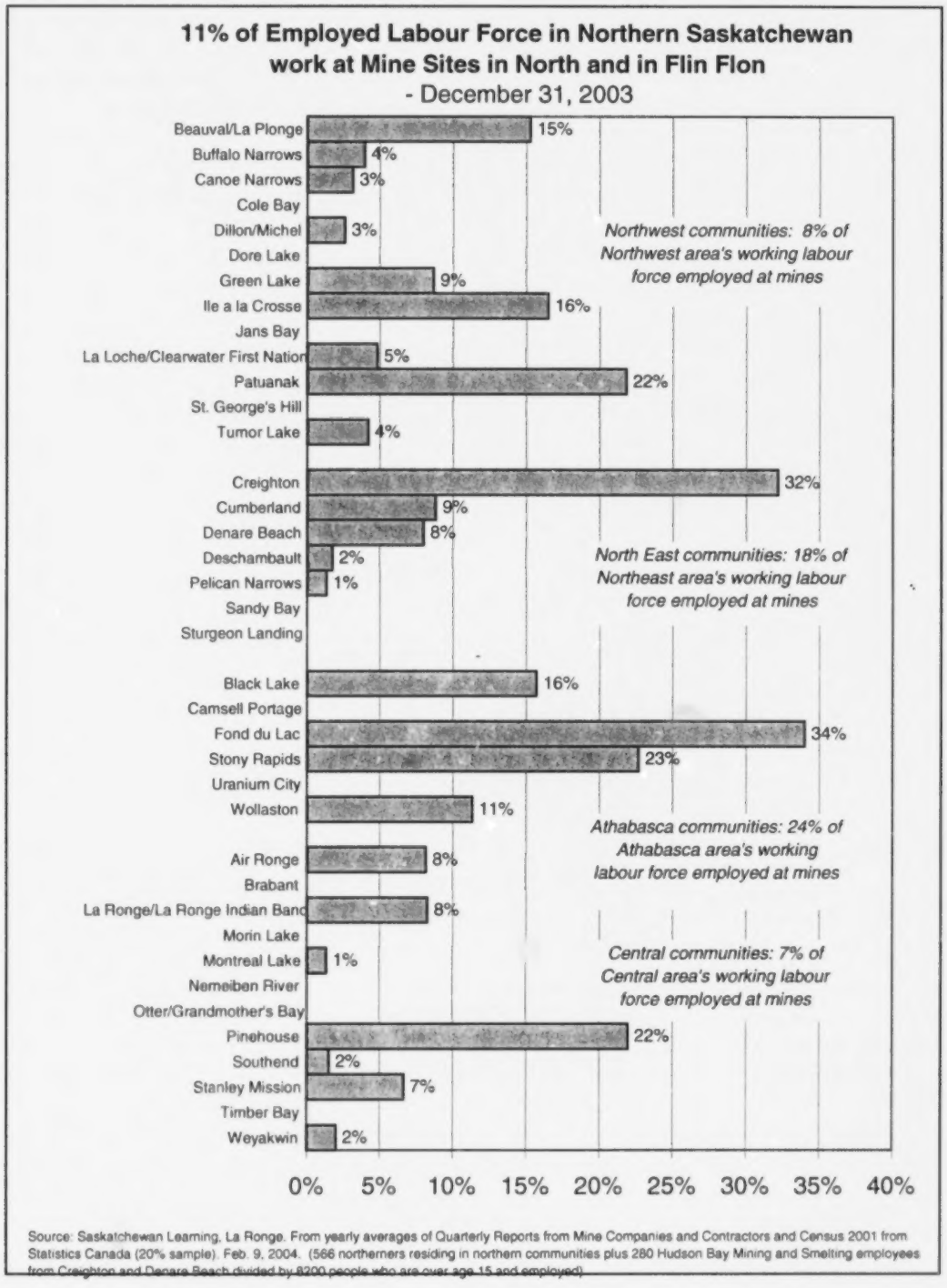

11% of Employed Labour Force in Northern Saskatchewan work at Mine Sites in North and in Flin Flon
- December 31, 2003
Beauval/La Plonge 15%
Buffalo Narrows 4%
Canoe Narrows 3%
Cole Bay
Dillon/Michel 3%
Dore Lake
Green Lake 9%
Ile a la Crosse 16%
Jans Bay
La Loche/Clearwater First Nation 5%
Patuanak 22%
St. George's Hill
Tumor Lake 4%
Creighton 32%
Cumberland 9%
Denare Beach 8%
Deschambault 2%
Pelican Narrows 1%
Sandy Bay
Sturgeon Landing
Black Lake 16%
Camsell Portage
Fond du Lac 34%
Stony Rapids 23%
Uranium City
Wollaston 11%
Air Ronge 8%
Brabant
La Ronge/La Ronge Indian Band 8%
Morin Lake
Montreal Lake 1%
Nemeiben River
Otter/Grandmother's Bay
Pinehouse 22%
Southend 2%
Stanley Mission 7%
Timber Bay
Weyakwin 2%
Northwest communities: 8% of Northwest area's working labour force employed at mines
North East communities: 18% of Northeast area's working labour force employed at mines
Athabasca communities: 24% of Athabasca area's working labour force employed at mines
Central communities: 7% of Central area's working labour force employed at mines
0% 5% 10% 15% 20% 25% 30% 35% 40%
Source: Saskatchewan Learning, La Ronge. From yearly averages of Quarterly Reports from Mine Companies and Contractors and Census 2001 from Statistics Canada (20% sample). Feb. 9, 2004. (566 northerners residing in northern communities plus 280 Hudson Bay Mining and Smelting employees from Creighton and Denare Beach divided by 8200 people who are over age 15 and employed)

◊ Mining companies also are committed to increasing business opportunities for the northern region's contractors and suppliers. In 2002, northern companies and joint ventures earned $69.9 million from mining companies – 39% of all mining expenditures.

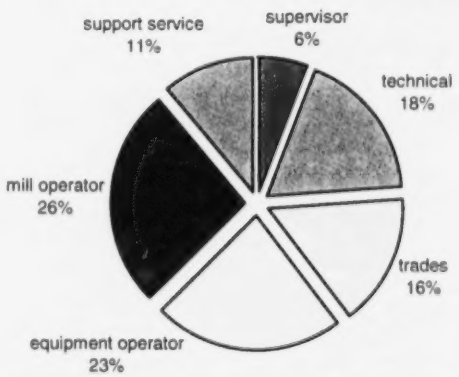
Companies like Athabasca Catering, Clearwater Catering, Northern Resource Trucking, Sakitawak Development Corporation, Northern Metis Site Services, Snake Lake Construction, and Mudjatik-Thyssen Mining provide services such as transportation, catering, janitorial, security, underground mining, and trucking services.

◊ Since 1991, northern contractors earned $1.4 billion from northern mining operations for goods and services supplied – 35% of the total $4.1 billion spent by mines.

- Companies participate in training strategies

◊ Since the co-operative, training-to-employment Multi-Party Training Plan began 10 years ago, the proportion of northern mining company employees has grown in all skill categories, particularly in supervisory, trades and technical levels. By 2003, the company workforce from the north had increased by 200 people and 40% of northern employees were working in higher skills categories compared to 34% in 1992.

40% of Mining Companies' Northern Employees work in Higher Skill Categories in 2003



During 2003, an average of 567 northern workers were employed directly by mining companies in northern Saskatchewan:

40% were in the higher skill categories such as supervisory, technical, and trades.

49% were in mill or equipment operation and 11% were in support services.

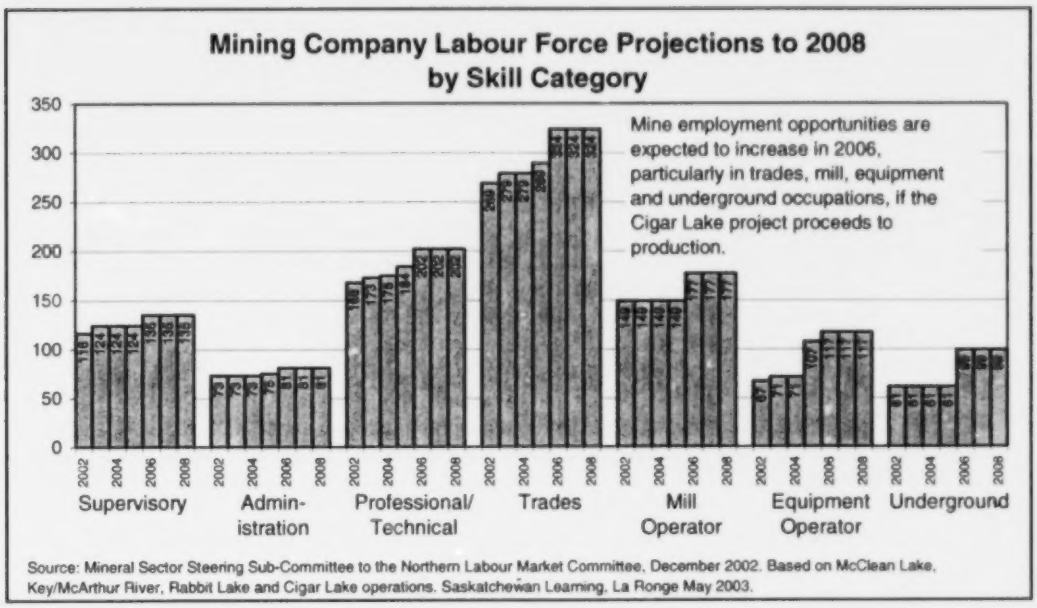
Source: Saskatchewan Learning, La Ronge Yearly averages of Quarterly Reports from Mine Companies. February 11, 2004. Company employees only.

◊ Both Areva and Cameco have negotiated agreements with their unions that give preference to northern workers for apprenticeship positions, overriding seniority.

◊ To address **current skill shortages in trades occupations** in its own workforce as well as the projected shortages anticipated as its aging trades workforce retires, Cameco implemented a long-term apprenticeship strategy in 2002 to employ and train 60 new apprentices by 2010. For 2004, Cameco will employ 5 new first year apprentices and 20 apprentices at levels 2 and 3, almost all from northern Saskatchewan. Prescreening potential apprentices with aptitude tests and providing workplace education maximizes the chances of success.

◊ Labour force projections made by the Mineral Sector Steering Committee estimate that mining companies' employment will increase slightly in 2006 and remain fairly constant over

the next decade, as shown in the chart. (Based on Cigar Lake mine proceeding to production.) The majority of projected employment opportunities will be in **trades, mill operation, equipment operation, and underground mining.**


Mining Company Labour Force Projections to 2008
by Skill Category
Mine employment opportunities are expected to increase in 2006, particularly in trades, mill, equipment and underground occupations, if the Cigar Lake project proceeds to production.
350
300
250
200
150
100
50
0
Supervisory
Admin-istration
Professional/ Technical
Trades
Mill Operator
Equipment Operator
Underground
Source: Mineral Sector Steering Sub-Committee to the Northern Labour Market Committee, December 2002. Based on McClean Lake, Key/McArthur River, Rabbit Lake and Cigar Lake operations. Saskatchewan Learning, La Ronge May 2003.

◊ The companies plan to focus northern recruitment efforts particularly in the following positions:
- **Supervisory: warehouse manager, mine and mill**
- **Administration: warehouse, clerical**
- **Professional/Technical: nurses and technicians in areas of radiation/environmental, chemical laboratory, geological, surveying**
- **Trades: power engineers, instrumentation technicians, plumbers, industrial mechanic, heavy duty mechanic**
- **Mill operators**

◊ Currently, all entry-level positions at mines are targeted for people from the northern region. In order for northern workers to be recruited in higher numbers and at higher skill levels, they must have the educational prerequisites. **The majority of job opportunities in the mineral sector require post-secondary training in supervisory, administration, technical and trades categories, as shown in the chart. The challenge is to have northern workers trained for those higher levels.** As a means of stressing the importance of education and encouraging students to stay in school, Cameco is pushing for a minimum Grade 12 education for recruitment.

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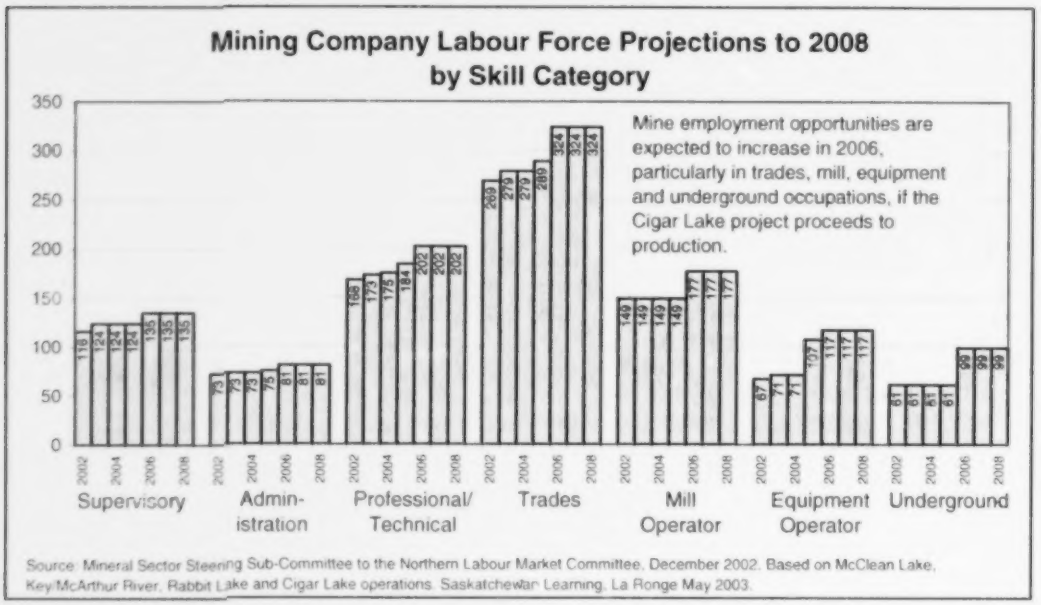
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- Overview of current mine operations

Mine Site	Overview of Mining Operations
Cluff Lake	Cluff Lake operated for 22 years but was mined out in 2002. In April, AREVA received approval to proceed with decommissioning of the site. Once the license is issued (expected in summer 2004) the 2-year program will begin, employing 70-80 people. This includes soil cover, stabilization and vegetation of tailings management area, filling the Claude pit with waste rock, demolition of the mill, and a 5-year period of monitoring. The company will make contractors aware of opportunities at the site.
McClean Lake	The French government has started a plan to privitize the company, selling up to 40% of its 95% ownership in Areva on the publicly traded stock market. In June 2004, in a unanimous decision, the Federal Court of Appeal overturned the September 2002 decision that had quashed the original federal operating license of McClean Lake. The Court of Appeal agreed that the mine's license was properly obtained despite changes in federal laws while the licensing and environmental review was underway. The existing 4-year license will expire in 2005 and AREVA has applied for a license renewal, expected in late 2004. The mill will operate on stockpiled ore from the mined-out Sue C and JEB ore bodies until 2006. During 2004, the company will prepare an Environmental Impact Assessment (EIA) for mining of Sue E ore pit and expansions to the mill and start the EIA process for the Midwest deposit. The company anticipates recommencing mining in about 2005 at Sue E, and within the decade at Midwest deposit. Renovations to the mill will start in 2005 and last about one year. The renovations will prepare the mill to receive and process the high-grade ore from Cigar Lake, expected in early 2007. Mill renovations would employ about 100-150 workers and cost about $58 million. The plan is that for the first 2 years of Cigar's production, all its ore would be processed at McClean and, for the next 13 years, a portion of the uranium solution would go to Rabbit Lake for final processing. After the first 15 years, all of the Cigar ore would be processed at McClean. About 250 employees and contractors work at the site.
McArthur River/Key Lake	Two-thirds of Cameco's Canadian production comes from McArthur. Last year, lower portions of the underground McArthur River mine were flooded and production came to a halt for 3 months to deal with the water. The area of collapse has been grouted, frozen, and tested. Water inflow has been considerably reduced and full production has resumed. Additional capital spending may be necessary to improve safety margins as new areas are developed. Cameco is applying for an increase in its license capacity to produce 21 million pounds by 2009, up from the current 18 million. McArthur, with its huge reserves of high-grade ore, has an expected mine life of 30-40 years. The two sites – McArthur River mine and Key Lake mill - employ about 750 company and contract employees.
Cigar Lake	Site preparation construction activities in 2004 will include upgrades to the airstrip, construction of a new head frame and camp kitchen, and upgrading the construction camp. The owners anticipate receiving their construction license after November 2004 at which time a decision will be made whether to proceed to development. Construction would take about 27 months, generating about 300 jobs. Total capital costs to put the mine into production are estimated at $400 million. During production, Cigar Lake will have a permanent workforce of about 200 people. The project will employ innovative mining techniques where the ore body is frozen to control groundwater and stabilize weak surrounding rock. The ore will be mined with high pressure water and pumped as a slurry to the surface where it will be loaded on special trucks for haulage to McClean Lake and Rabbit Lake mills for processing. Waste rock will be trucked over a 2-year period to McClean Lake mine to be stored in Sue C pit. A fleet of about 10 trucks will operate 24 hours per day during the trucking campaigns. The mine has reserves estimated to sustain mining for up to 40 years.
Rabbit Lake	One-third of Cameco's Canadian production comes from Rabbit Lake mine, which started production 30 years ago. The Eagle Point underground deposit has current reserves to produce for about 2 years more, however, prospects for additional reserves have been identified and surface drilling near the current workings as well as underground drilling to firm up a deeper target will take place during 2004. The plan calls for Rabbit Lake to suspend operations after Cigar Lake comes into production in

Mine Site	Overview of Mining Operations
	order to renovate the mill to handle 57% of Cigar Lake's uranium solution. Mill renovations would cost about $20M and would provide construction employment for many months. The mine employs about 350 company and contract workers.
Seabee Gold Mine	A new mine shaft extension, completed in November, will improve mining methods and reduce the cost of mining. Upgrades to the tailings facility were made in 2003, which will ensure sufficient capacity for the life of the mine. Claude Resources continues to do extensive prospecting and exploration around its properties. The company is in the process of acquiring Jojay property and will undertake rigorous prospecting and mapping of it during 2004. Seabee mine employs about 150 workers.
Hudson Bay Mining & Smelting	The small Konuto underground copper mine near Denare Beach has been in operation since mid-1999 and employs about 80 workers. It has current mineable reserves for about 3 more years, to the end of 2006. HBMS has 2 other operating mines in the Flin Flon area, one in northeast Manitoba, and the 777 to be in production in 2004. With the new smelter improvements at Flin Flon and Saskatchewan's changes to exploration incentives, the Flin Flon operation could have a 25 year life.
Potential operations – Kristo Gold Inc.	In 2003, Kristo Gold received approval to proceed with construction and operations for the re-processing of tailings at the old Anglo-Rouyn mine north of La Ronge. Once financing is in place, a gravity-based processing plant will be built on site to process gold and silver (copper will be sent to Flin Flon for smelting). The tailings will be reprocessed over 2 summers, employing 16-20 people.
Waddy Lake area	Golden Band Resources continues to explore and consolidate its holdings around the old Jolu/Komis mine. The Jolu mill has been kept in care and maintenance mode for almost a decade and, if Golden Band identifies enough gold reserves from surrounding deposits, the company could undertake the EIA for government approvals to restart the mill and process ore.
Goldfields Project	GLR is currently compiling additional information for its EIA. Last year the company secured a project funding agreement for $12.4M US (pending a loan guarantee) to fund the construction and development of GLR's Goldfields Project. In January 2004, GLR ordered a complete modular gravity recovery mill for the project. Production could commence in 2005. The Goldfields Project near Uranium City consists of two low-grade gold deposits, the Box Mine and the Athona Mine. The company estimate annual production of 45,000 ounces of gold from the Box mine over 10 years. The long-term plan is to utilize the Box mill as a central treatment plant to serve GLR's Athona deposit and other known gold targets in the area, increasing production to 3,000 tonnes a day.

3.2 Mineral Sector - Exploration

- Mineral exploration activity increases

  ◊ During 2003 and 2004, northern exploration contractors have been the busiest in several years. They have been contracted by mining companies to do drilling, geological and geophysical surveying, line cutting, claim staking, mapping, and expediting.

  ◊ The increase in exploration is due in part to the province's new Mineral Exploration Incentives program. The 6-year, $12.6 million incentives program aims to stimulate exploration, create jobs, and lead to the development of new mines. The program includes Prospectors and Corporation Exploration Incentives. Fifteen prospectors and 24 corporations received $1.2 million during 2003-2004 for grass roots exploration. These projects will invest $11.7 million in mineral exploration, mostly in the northern region.

◊ Surging prices for uranium, gold, copper, and silver also have stimulated exploration activity and should maintain the high levels of exploration. Uranium has risen steadily to over $17 US a pound, up from a record low of $7.10 in 2000. In the past 12 months, gold increased by 25% to over $400 US an ounce. Silver is around $8 an ounce and the price of copper is at about $1.35 US pound, the highest levels for both in over 10 years.

◊ Exploration is concentrated on uranium in the far north, diamonds near Prince Albert, and gold near La Ronge – Brabant and Seabee areas. If base metals prices remain stable, there could be an upsurge in base metals exploration around Creighton/Flin Flon and areas southwest of Wollaston.

- Potential for new mines

◊ Exploration is essential in order to sustain the mining industry. According to the Saskatchewan Mining Association, it takes from 10 to 15 years to get a discovery into production. Currently, most exploration activity is focused on expanding current mines, revisiting old mines, or delineating advanced exploration projects.

Uranium	The Athabasca basin is the main exploration area for uranium. The uranium industry leaders Cameco and AREVA continue to do surface and underground exploration to find and delineate ore bodies, mostly near existing Rabbit Lake, McClean Lake and McArthur River mines. More than a dozen other companies are also active.
Gold	Junior exploration companies are active in the La Ronge Gold Belt. Claude Resources will continue exploration around its Seabee mine. Golden Band Resources continues to explore and consolidate its holdings in the area of the old Jolu and Komis mines. The Jolu mill has been kept in care and maintenance mode for almost a decade and, if Golden Band identifies enough gold reserves from surrounding deposits, the mill could be restarted to process ore.
	Two companies are in the process of raising funds to proceed to production: Kristo Gold at the old Anglo Rouyn mine near La Ronge and GLR Resources at the old Goldfields mine on Lake Athabasca.

◊ Several new projects are determining the potential of non-traditional minerals.

Limestone	Pinehouse North Development, with support from Cameco, AREVA, and the federal government, undertook drilling and sampling at a limestone deposit it first staked in 1995. The sample was converted to lime in late 2003 and tested at Cameco's uranium mills. If successful, the company will do a pre-feasibility study.
Graphite	The community of Southend is interested in developing a graphite mine. In preparation, heavy equipment operators took training in spring 2004 under the Multi-Party Training Plan.
Rare Earth Elements	In the first half of 2004, Great Western Minerals plans to start the next stage on its Hoidas rare earth mineralization, including: selecting a processing option and plant design, drilling, constructing a pilot plant; and undertaking ground geophysics, an ore reserve study, and environmental baseline work. Last autumn, material was sent to Montana to evaluate for processing options. There are few developed rare earth deposits in the world so rare earths are a high-value commodity.

- World markets are driving exploration

  - ◊ In the copper market, global consumption exceeded refined metal supplies last year and the imbalance is expected to widen.

  - ◊ The demand for silver has increased primarily because of demand from the electronics industry.

  - ◊ Rare earth elements are used in expanding technologies such as magnetics, electric and electric-hybrid automobiles, fuel cells, and computers.

  - ◊ The demand for uranium as a fuel is assured to 2050 with new American policies. Last year, the US Congress passed legislation to put in place policy initiatives to meet the 50% increase in electricity demand forecast by 2025. Policy will stimulate investment in new nuclear power plants and enable existing plants to renew their licenses. 23 licenses have been renewed and 33 other reactors have indicated they will file for renewal. With license renewal, the first plants will operate until the 2030s and the newest plants will run past 2050. Over 400 nuclear power plants are in operation worldwide.

  - ◊ Throughout the 1990s, extremely low gold prices forced gold mining companies to cut exploration with the result that there have been few gold finds in the last decade. It takes more than five years to bring a new gold mine to production. Meanwhile, the demand for gold is expected to grow, particularly in China's large population since China's legalization of individual ownership of gold last year.

- Financial and employment benefits of exploration

  - ◊ Most of the mineral exploration takes place in northern Saskatchewan. Over a dozen companies are exploring for uranium, gold, and other metals in northern Saskatchewan. Each exploration project creates seasonal employment for 6 or more northerners including **cooks, drillers and helpers, linecutters, claim stakers, geophysical survey operators, computer technicians, mappers, and geologists.**

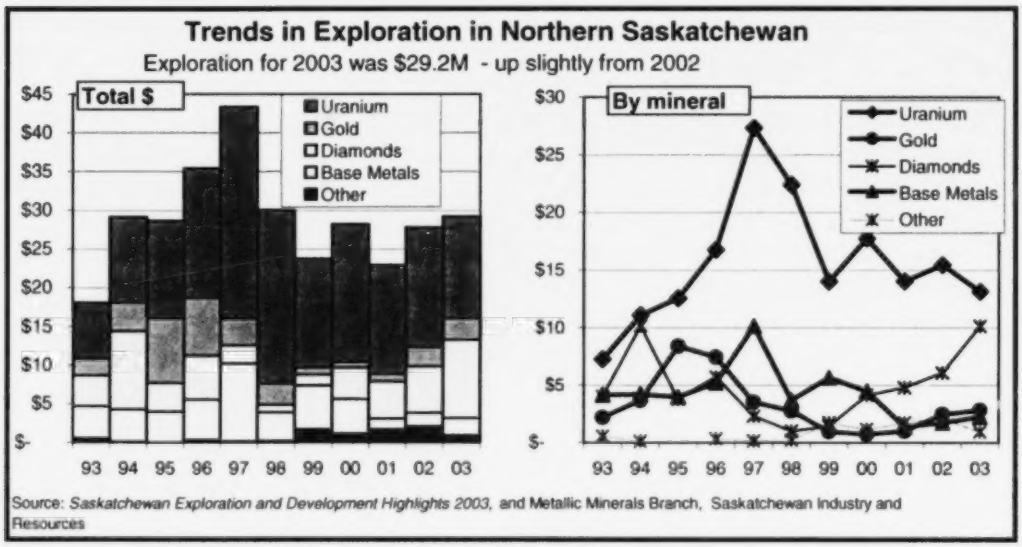
  - ◊ The mineral exploration industry in northern Saskatchewan provides work for people with a wide range of education levels. Youth with lower education levels can find jobs as linecutters and stakers. However, the seasonality and winter work is seen as a barrier to attracting and retaining a skilled workforce. There is a shortage of **young linecutters, qualified geophysical workers, geologists, and management and expeditors to organize jobs.**

  - ◊ Owners of the dozen small exploration companies that are based in northern Saskatchewan have been in the industry for 20 to 30 years. Most owners are now in their 50s. The industry could be facing a gap in the next 10 years as owners retire unless there is some **succession planning**.

  - ◊ Exploration activity also generates contract work in **air and truck transportation, fuel, and supplies.**

◊ Unlike uranium exploration, gold exploration requires prospectors on the ground to look for traces of gold in rock outcroppings. **A prospectors training school would replenish the pool of prospectors for the gold industry.**

◊ The booming oil and gas industry in Alberta and southern Saskatchewan and the re-invigorated mineral exploration industry in British Columbia have attracted **geologists** away from mineral exploration in Saskatchewan.



◊ Expenditures for mineral exploration increased to $29.2 million in 2003, the highest expenditures since 1998. The majority of exploration expenditures in 2003 ($19.2) were spent on projects in northern Saskatchewan. Around Prince Albert, $10.1 million was spent on diamond exploration. The graph tracks the trends in the industry over the past 10 years, based on *Saskatchewan Development and Exploration Highlights 2003* report. Estimated exploration expenditures for 2004 indicate that $41.4 million will be spent on mineral exploration in Saskatchewan. The majority of the expenditures will be in northern Saskatchewan, targeting uranium and gold, however, an estimated $22.6 million will be focussed on exploring for diamonds in the Fort a la Corne area northeast of Prince Albert.

Mining and Exploration Sector Summary	
Sector Trends	**Partnerships**
• Mining will continue to play a large role in the northern economy for the next decade. Uranium, gold, and base metal markets are recovering and driving exploration activity for the next uranium or gold mine. If the Cigar Lake mine proceeds to production, there will be an increase in employment opportunities from 2006 onward.	The Mineral Sector Steering Committee will continue to determine programs under the Multi-Party Training Plan for the mining sector. Multi-Party Training Plan began its third 5-year phase in July 2003. The Mineral

Mining and Exploration Sector Summary

- The majority of employment opportunities will be in trades (power engineer, instrumentation technician, industrial and heavy-duty mechanic), mill operation, equipment operation, and underground mining. Technical job opportunities include engineer, nurse, chemical laboratory, and geological, radiation and environment technician.
- The mines operate under a "northern preference" strategy, which has created employment and contracting opportunities in the mineral industry for local residents and businesses.
- All entry level jobs have been targeted for northern residents, however, the majority of employment opportunities now require post-secondary training in professional, technical, or trades categories. Mining companies are demanding higher education levels even of entry-level workers because of technological advancements in mining and safety issues.
- Looming retirements in the trades area requires long-term planning in order to have journeypersons trained for trades positions. The challenge is to have northern residents trained for these higher level and training-intensive jobs.
- The seasonality and winter work schedule is seen as a barrier to attracting and retaining a skilled workforce in the exploration sector. Much of the workforce and owner/managers are aging and fewer youth are attracted to the industry.

Sector Steering Committee works with Northlands College and other institutions for program planning and delivery.

The third phase of Multi-Party Training Plan will focus on trades and professional careers as well as look at ways to increase the number of high school students obtaining math and science credits.

Labour market demand	**Training Opportunities- 2004-2005 ***			
	Northlands College	**Technical Institutes**	**Universities**	**Employer**
Trades				
Instrumentation Technician	X	X		X
Millwright		X		X
Power Engineer		X		X
Heavy Equipment Mechanic		X		X
Refrigeration Engineer	X	X		X
Technician:				
Radiation/Environ Monitoring	X	X		
Chemical	X	X		
Geological	X	X		
Surveyor		X		
Truck driver	X	X		
Equipment Operator	X	X		
Underground Miner	X			

Labour market demand	Training Opportunities- 2004-2005 *			
	Northlands College	Technical Institutes	Universities	Employer
Nurse	X	X	X	
Contractor Skill Development Cooking Trade	X			X
Computers- drafting/clerical		X	X	
Basic education and literacy Developmental Studies Pre-Technologies Workplace Education GED preparation	X X X X	X		
Professional careers preparation- University Arts and Science	X X		X	
Chemist			X	
Geologist			X	
Metallurgist			X	
Mine Engineer			X	
Supervisor (University)			X	X

* Programs are launched throughout the year - see Northlands College and Institutes' calendars for details on specific courses and locations

3.3 Oil and Gas Sector

- Opportunities in Saskatchewan's oil and gas industry

  ◊ Saskatchewan is Canada's second largest oil producer, accounting for almost 18% of Canadian production. Currently, oil is produced in the southern half of the province only. Oil production has almost doubled within the last 10 years.

  ◊ The industry generates 22,000 direct and indirect jobs in the province.

  ◊ More than 4,000 oil and gas wells were drilled in the province in 2003, beating the 1997 record of about 3,900.

  ◊ The Petroleum Services Association of Canada (PSAC) projects that the industry will continue to focus on natural gas throughout 2004 and 2005 despite an anticipated decline in oil and gas commodity prices. For 2004, they predict a total well count 3,900 in Saskatchewan, making it the third highest year of drilling activity.

  ◊ **Roughnecks who work the rigs are in desperately short supply**. The Canadian Association of Oilwell Drilling Contractors estimates an industry-wide gap of 2,500 to 3,000 rig hands by the first quarter of 2004. The Petroleum Industry Training Service near Edmonton is training almost all those hoping to join rig crews to help alleviate the shortage.

Other shortages are among the most skilled positions, such as **derrick hands and driller** jobs, which require one to five years work experience.

◊ The Petroleum Human Resources Council of Canada's *The Decade Ahead* reports that drilling, seismic, and service sectors of the industry have had difficulty attracting and retaining skilled workers. The industry's seasonality and winter work is seen as a barrier to attracting and retaining a skilled workforce. The standard for entry-level skills has risen, and now includes **literacy of technical language, essential employability skills, and a broad range of competencies**

- Alberta oil sands industry continues to expand

◊ *The Decade Ahead* report predicts that more than 8,000 new, full-time jobs will be needed over the next decade in the high-growth oil sands sector and drilling, seismic, and service sectors. The report, released by the Petroleum Human Resources Council of Canada in October 2003, projects skills needed over the next decade and recommends recruiting strategies to address labour shortages.

◊ In the past decade, oil sands producers around Fort McMurray, Alberta, invested $24 billion in expansions and new projects and tripled the industry's production to more than one million barrels a day. The industry is expecting $30 billion more in investments over the next decade, which would result in a six-fold increase in production over a 20-year period. The Alberta Chamber of Resources is predicting a "third wave" of development, which would see oil sands production reach 5 million barrels per day by 2030.

◊ Massive cost overruns have plagued the oil sands megaprojects including Syncrude's Stage Three expansion, Shell Canada's Athabasca Oilsands project, and Suncor's Millennium project. Faced with rising cost pressures, Petro-Canada scaled back an initially-proposed $5-billion oil sands expansion scheme of its own and True North Energy Corp. deferred its $2.3-billion Fort Hills Oil Sands project.

◊ However, optimism in the industry continues. Oil prices continue to be over $30 a barrel and producers have realized that spiraling costs – mostly caused by labour and engineering shortages – can be avoided by staggering the construction schedules for massive projects that require large labour pools in a remote region. Suncor has adopted a strategy where further expansions will be smaller in scale.

◊ The government recently approved a number of oil sands projects involving Imperial Oil, Suncor, Canadian Natural Resources, Opti Canada, Nexen and BA Energy, and other companies.

- The oil sands industry creates direct and spin off employment opportunities

◊ The Fort McMurray Labour Market website – www.woodbuffalo.net – lists the following skills required by new oil sands projects in 2003-2004**: engineers and technologists (electrical, process, mine, geological, metallurgical, mechanical), clerical, accounting,**

management, equipment and process operators, and trades such as heavy duty mechanics, millwrights, welders, power engineers, and warehousing.

◊ Oil is separated from oil sands by two different methods (depending on the location of the ore) and transported south by pipeline. The two types of oil sands plants require different trades and occupations. Open-pit mines are developed on leases where oil sands are near the surface.
- The mines and associated extraction and upgrading facilities require a skilled workforce for operations and maintenance.
- **Open-pit mines using truck and shovel technology employ heavy equipment operators and technicians as well as power (stationary or steam) engineers**
- Companies that operate open-pit mines employ between 800 to 3,900 workers.

◊ In-situ oil sands plants are developed in areas where the oil sands deposits are too deep to be mined in an open-pit. SAGD (Steam Assisted Gravity Drainage) technology is used to separate bitumen from the sand underground or in-situ.
- **In-situ projects seldom require heavy equipment operators, but employ plant operators or power (stationary or steam) engineers.**
- In-situ plants employ between 50 to 65 workers.

◊ Both types of oil sands producers contract drilling companies to drill core samples for delineation programs. **Jobs with drilling companies include drillers, labourers, and heavy duty mechanics. The demand is growing for truck drivers with train experience (trucks with 2 trailers) and combination certification in truck driving and equipment or boom operation.**

◊ All oil sands construction work is contracted or sub-contracted to construction companies.
- Syncrude's construction phase for its Stage 3 expansion will take nearly a year longer than planned. The 5,500 crew will complete construction in early 2006. The delay will cause it to overlap construction phases with two other projects and may worsen the labour shortage.
- The next big construction project – Long Lake Project (Nexen/Opti)- will begin in summer 2004 until mid-2007. A peak workforce of 2,000 is anticipated.
- Canadian Resources' Horizon project will require a construction workforce of 4,500 by 2006.
- **Construction positions include heavy equipment operators, welders, electricians, millwrights, and labourers. The demand is highest for journeypersons – there is no shortage of first year apprentices.**

◊ Growth in the oil sands industry creates community growth and an increased need for goods and services resulting in spin-off employment. Two jobs are created in the municipality for every job created by an oil sands company. **Hotels, restaurants, and retail stores have a shortage of service workers at all skill levels. The turnover rate is high.**

◊ There are also employment opportunities on residential housing and commercial construction projects for **carpenters, electricians, and plumbers**.

- Growing Trends

  ◊ The Fort McMurray Labour Market website reports that:
  - A high school diploma or equivalent is a minimum requirement by oil sands companies and a growing number of contractors and business owners.
  - Completion of a certificate, diploma, or degree from a recognized educational program is an increasing requirement. Few employers offer occupational training.
  - Dual certification in a number of trades combinations is a growing trend such as electrican/welder and instrumentation/electrician.
  - Employability skills are required for all job opportunities. Employability Skills 2000+ include communication, problem solving, positive attitudes and behaviours, adaptability, working with others, and science, technology and mathematics skills.

  ◊ The Petroleum Human Resources Council of Canada's report, *The Decade Ahead*, predicts that:
  - The most significant job growth (about 50% of overall growth) will occur in a very small number of occupations: **heavy equipment operators, process operators, heavy duty mechanics and power engineers.** Currently, positions that are reported to be difficult to fill include **instrumentation technologists, power engineers, heavy duty mechanics, and process operators.**

  - A fairly high percentage of the current workforce in the oil sands will be eligible for retirement during the next 10 years, creating a shortage of skilled workers such as **heavy equipment operators, process operators, heavy duty mechanics, and power engineers.** The shortage of process operators, mechanics, and power engineers will be more extreme because of the longer training period.

- Alberta is considering ways to improve access to the oil sands.

  ◊ The Oil Sands Transportation Initiative will be completed by July 15, 2004, and forwarded to the Government of Alberta for further consideration. The $2.5 million study will examine the benefits of improving and integrating all surface transportation links between the Edmonton region and the oil sands region of Fort McMurray through the development of a Public-Private-Partnership. Such an initiative would strengthen the workforce link westward to Edmonton.

  ◊ The Alberta government approved construction of a connecting road between Fort McMurray and northern Saskatchewan. The road will be incorporated into a 3-year budget plan and would not be completed until 2006 or later. The road is complete on the Saskatchewan side and would be upgraded when the Alberta portion is built.

  ◊ The Alberta government is considering building a multi-billion dollar public-private railway line to ship heavy equipment to the oil sands. Currently, the huge machinery is shipped by road to Fort McMurray, causing construction delays and traffic jams.

- Northern Saskatchewan residents face challenges in accessing oil and gas employment

  ◊ Residents of northern Saskatchewan have the opportunity to access jobs in Saskatchewan's oil and gas fields or across the border in the Alberta oil sands if they:

  - Obtain a Grade 12 diploma or Grade 12 equivalent (GED - some contractors will accept workers with less than a Grade 12 education),
  - Have the required Employability Skills 2000+,
  - Achieve trades certification or a diploma or degree in professional careers,
  - Obtain a drivers' license, and
  - Are willing to relocate for seasonal employment opportunities elsewhere in Saskatchewan or to commute to Fort McMurray when the road access from northern Saskatchewan is constructed.

  ◊ The Oil Sands Sub-Committee received funding of over $400,000 to help place residents of the northwest communities in employment at Alberta oil sands projects during 2004-5. They will send resumes to recruiting offices and arrange for accommodation and travel allowances.

Oil and Gas Sector Summary	
Sector Trends	**Partnerships**
• Although the oil and gas sector is booming, the seasonality and winter work schedule of the industry makes it difficult to recruit and retain workers resulting in a shortage of roughnecks, derrick hands and drillers. • In contrast, the Alberta oil sands sector provides year round employment. Oil sands companies have begun to work together to stagger their construction phases in order to avoid shortages of construction labour. • More companies and businesses in the oil and gas sector, including the Alberta oil sands, are demanding a higher level of skills as well as employability skills for entry-level workers. • The most significant job growth is forecast for heavy equipment operation and occupations that require long-term training and post-secondary education such as journeyperson tradespersons and engineers. Dual certification in a combination of trades is a growing trend such as electrician/welder and instrumentation/electrician. The demand for truck drivers with train experience (trucks with two trailers) is increasing. • In order to access these many employment opportunities, northern residents must have the necessary skills and certification, be prepared for seasonal and contract work, and be willing to relocate or commute.	Northlands College will work with west side communities and other agencies to look at a trades training strategy to address training needed for residents to access employment at the Alberta oil sands. Westside communities identified oilfields safety training with Alberta certification Oil Sands Committee will continue to assist northern workers to access employment in oil sands projects in the Fort McMurray area.

Labour market demand	Training Opportunities- 2004-2005 *			
	Northlands College	Technical Institutes	Universities	Employer
Heavy Equipment Operator	X	X		X
Process Operator		X		X
Heavy Duty Mechanic		X		X
Instrumentation Technician	X	X		X
Millwright		X		X
Electrician		X		X
Truck Driver	X	X		
Professional careers preparation- University Arts and Science	X		X	
Engineers				
Process			X	
Electrical			X	
Environmental			X	
Mining			X	
Mechanical				
Geotechnical				
Supervisory/management			X	X
Basic Education	X	X		

* See Northlands College and Institutes' calendars for details on specific courses and locations

3.4 Forestry Sector

- Addressing the softwood lumber dispute through legal, negotiated and policy methods

  ◊ In 1999, the province began to encourage an expansion of the forest industry. New sawmills were built, the value of lumber production doubled, and ways to utilize chips and wood in new manufactured products were being contemplated.

  ◊ In May 2002, the United States International Trade Commission imposed duties of 8.4% and 18.8% on Canadian softwood lumber imports. The U.S. maintained that Canada subsidizes the industry through low stumpage fees. As well, they claimed that Canada was "dumping" softwood lumber on the market place at below the cost of production or the price lumber would fetch in Canada. To date, dumping and countervailing duties have cost Canadian sawmills over $2 billion. The money is held on deposit in the U.S. pending the outcome of the dispute.

  ◊ The federal government and Saskatchewan and other provincial governments have been fighting a legal dispute to get both duties removed. In April 2004, Canada had the most significant victory since the trade action began when the panel of the North American Free Trade Agreement (NAFTA) rejected the reasoning of the U.S. that imports from Canada threatened the U.S. lumber industry. The Panel gave the U.S. one more time to prove its case

and respond within 21 days. It is expected that, if the U.S. fails to prove its case again, it could be forced to end the countervailing and anti-dumping duties against Canadian lumber imports as early as this autumn. If the U.S. continues to appeal and exhaust all procedural avenues before complying, it might not implement the order and end the duties until early 2005. Canadian lumber producers would get their duty deposits returned.

◊ American consumer groups as well as industries that depend on lumber to manufacture value-added products applauded the decision. The duties had increased the cost of imported lumber, which had been passed on to home-buyers and manufacturers.

◊ At the same time, Canada and the provinces have been trying to reach a negotiated settlement with the U.S. because appeals could drag on into 2005 or even 2006.

◊ As a third means of resolving the dispute, Canadian provinces are undertaking reforms to forest management to ensure that the U.S. does not have cause to launch further complaints against Canada. Reforms include implementation of new market-based timber pricing systems to address the U.S. complaint that current log prices are distorted. British Columbia will have its new timber pricing system in place in 2004 and Alberta is considering options. Saskatchewan already has drafted policy changes to its Forestry Resources Act in order to make changes to Forest Management Agreements (FMAs) with operators. (FMAs are protected for 10-year terms under the current Act.) The revised, "more transparent" Forestry Act will not be implemented until there is an agreement with the U.S. on tariffs. The proposed changes to the Act were developed in consultation with operators, including:

- Basic dues formulas. Income from dues would pay for forest management;
- Government would report revenues and expenditures annually;
- Forest licenses could be transferred or reassigned unless it would decrease competition;
- The Province would be obligated to award FMAs on a competitive basis (however, community-based projects would be exempt from competing);
- A portion of logs could be sold, creating an open log market in the province. The price of logs on the open market would in turn determine stumpage fees, which then would be seen to be at fair market prices.

• <u>Trends in the forestry sector</u>

◊ Because of the tariffs, many sawmills have been producing more lumber to keep viable. This resulted in an over supply and low prices for lumber last year. Both lumber sales and lumber prices, however, increased by the end of 2003, providing sawmills with more revenue than anticipated. Low mortgage rates in the U.S. and Canada are expected to continue the high rates of housing construction during 2004 and keep the demand for building materials high. Lumber prices have soared to over $350 US per thousand board feet, up from $250 per thousand board feet a year ago in spring 2003.

◊ Economists predict that the Canadian dollar will continue at a high level for the next couple of years. The rapid rise in the Canadian dollar last year made Saskatchewan and Canada's

lumber exports more expensive and, therefore, less competitive and less attractive to American buyers.

◊ Lumber producers have cut costs, closed less profitable operations, and gotten bigger to offset the tariffs and soaring dollar. The trend is toward super mills that allow the company to be a bigger contender in the market place and realize greater efficiencies in log use through technology. New super mills in British Columbia create fewer mill jobs but more logging jobs. Smaller sawmills in Saskatchewan have difficulty in competing with these super mills – super mills can handle up to 600 million board feet compared to Big River's capacity of 250 million board feet.

◊ The oriented strand board (OSB) sector is a bright spot for Saskatchewan producers – prices tripled in 2003 and were at an all-time high in April at US $490 per thousand square feet. OSB, a popular alternative to plywood, is produced in Saskatchewan at Hudson Bay and Meadow Lake.

◊ Pulp producers such as Millar Western in Meadow Lake and Weyerhaeuser's Prince Albert plant are also enjoying stronger prices for hardwood and softwood pulp. Firmer pulp prices are expected to boost by-product chip revenue for lumber sawmills.

◊ Even though the majority of processing is not undertaken in the northern region, most of the forests are in the north that supply the wood for OSB, pulp and paper, and sawmills elsewhere. Upswings in pulp, paper, OSB, and lumber mean more logging and trucking job opportunities in the northern region for local people and, for northern sawmills, a market for chips to increase their viability.

◊ The softwood lumber dispute is not expected to be resolved before year-end. Industry and researchers are looking for ways to further diversify the Canadian lumber industry in light of the on-going dispute. The trend is towards value-added products, new uses for residual wood and under-utilized species, new processes, new products, and new markets.

- In La Ronge, SaskPower, the Research Council, and Zelensky Brothers sawmill will work together over the next 2 years to measure the success of using waste wood and chips to produce electricity. Wood residue will be heated in a high tec gasifier to create methane gas that is used to power 2 generators to produce electricity. Success could mean more mergers between power companies and forestry companies to utilize residual wood for power generation.
- Forintek is researching the development of a commercial board made of bark as a rival to OSB.
- The growing trend in Europe for light coloured hardwood could be filled by fast growing aspen. The usual use for aspen is pulp, OSB, and pallet stock. Forintek and other researchers received federal funds through the Saskatchewan Forest Centre to undertake research on aspen wood products, veneers, and sawn products.
- Canadian building codes now recognize engineered wood products and there is a resurgence in the use of wood, laminated beams, and wood products in non-residential construction, such as in the hospital at Stony Rapids.

- Forestry industry in Saskatchewan continues despite lumber duties

  ◊ Positive developments in the province include a new OSB plant at Meadow Lake, completion of a forest inventory; 9 vegetation management licenses awarded for white spruce valued at $7M; and 5 land use management plans being developed.

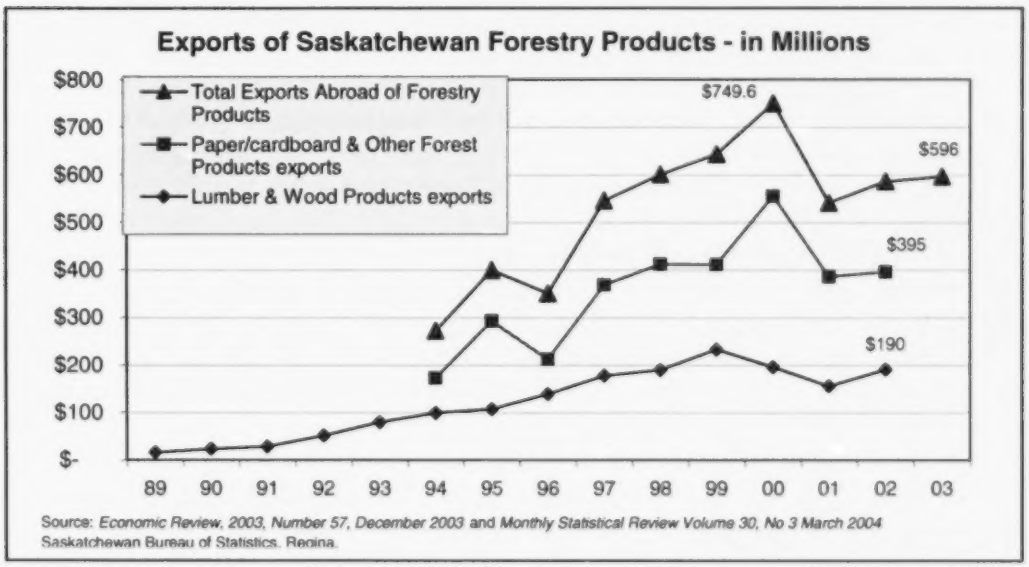
  ◊ New forest management agreement boundaries have been designated for Northwest Communities Wood Products, Kitsaki –Zelensky Partnership (with Lac La Ronge Indian Band), and for Meetoos (Peter Ballantyne Cree Nation). Five-year Timber Supply Licenses were awarded to Kitsaki Management and Northwest Communities Wood Products.

  ◊ A new facility for the Forest Centre will be open in 2004 in Prince Albert. The centre, established in 2001, provides forestry-related information, assistance in market research and new technologies, and identification of value-added growth opportunities.

  ◊ The province provided a further $859,000 for forestry-related training in Year Five of the 5-year Forestry Training Plan.

  ◊ In a second phase of the expansion plan, the province plans more value-added products to be manufactured in the north, such as millwork, flooring and doors. Although the U.S. lumber duties do not apply to these products, implementation of this phase is challenging. New value-added industries must acquire funding for capital construction, produce cost-competitive products to compete internationally, and overcome local shortages such as a lack of lumber driers that produce high grade wood needed for value-added products, lack of availability of specialty sawing, and shortage of a workforce trained in new technology.

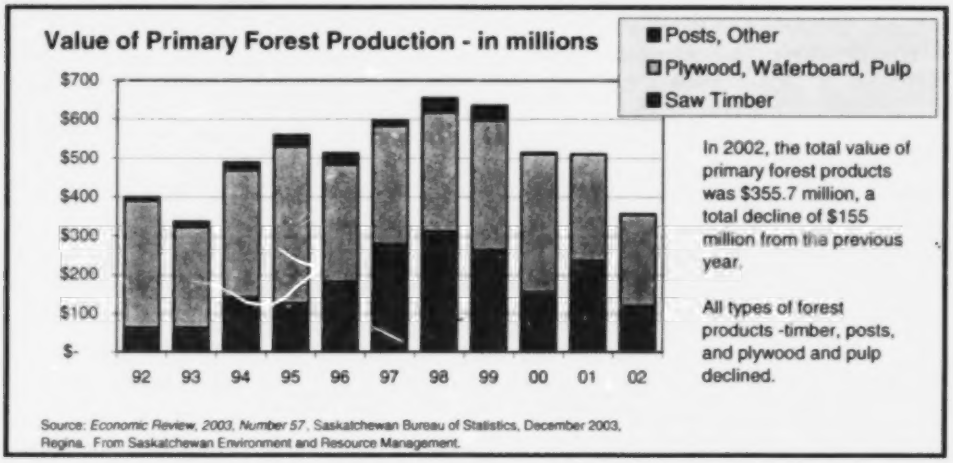
  ◊ The level of Saskatchewan's forestry exports to the United States fell significantly because smaller sawmills were faced with absorbing the cost of duties. Most sawmills have reduced exports to the U.S. or found Canadian markets for their product.



Source: *Economic Review, 2003, Number 57, December 2003* and *Monthly Statistical Review Volume 30, No 3 March 2004* Saskatchewan Bureau of Statistics, Regina.

◊ Exports of forestry products fell to $596 million in 2003, down $150 million from the high in 2000. However, exports continue to be double the export value of only 10 years ago. Most of Saskatchewan's forest products are sold outside of Canada.

◊ The value of all forest products produced in Saskatchewan dropped in 2002 although the value was still higher than a decade ago. The graph below shows the total value of Saskatchewan's primary forestry products in 2001/2002 was $355.7 million, a decrease of $155 million from the year before. The main products were kraft pulp, oriented strand board, plywood, lumber, and treated posts. The steady growth in value to this point had been due to increased lumber production. The value of plywood and pulp has fluctuated between about $200 to $300 million since the late 1980s.



Source: *Economic Review, 2003, Number 57*, Saskatchewan Bureau of Statistics, December 2003, Regina. From Saskatchewan Environment and Resource Management.

- Overview of major forestry operations

Site	Overview of Major Forestry Operations
Northern Logging	Weyerhaeuser has streamlined its logging contracts to cut costs resulting in fewer but larger contractors. The OSB plant at Meadow Lake provides contractors with employment 9 months of the year, hauling from within a 300 km radius of the plant.
Big River sawmill	Although the sawmill had temporary shutdowns and layoffs over the past year, another shutdown was cancelled early in 2004. Weyerhaeuser will cut 30 positions permanently to reduce production costs.
Wapawekka sawmill – Prince Albert	The sawmill had temporary shutdowns and layoffs over the past year. Another shutdown began in December with plans to re-open in late summer 2004
Carrot River sawmill and Hudson Bay plywood mill	The plants, employing 118 people at Carrot River and 190 people at Hudson Bay were put up for sale in February by Weyerhaeuser. The two plants are harmonized with the plywood mill using the bottom of the log and the tops going to the sawmill.
Prince Albert pulp and paper mill	During 2004, Weyerhaeuser will downsize the workforce by 20% - 20 salaried positions and 120 hourly wage workers - to reduce costs. Production will stay at the same level.
Meadow Lake and Hudson Bay OSB plants	Because of the strong demand for OSB throughout North America, the 2 plants are enjoying a high demand and lucrative prices for their product. Meadow Lake Tribal Council (MLTC) and North West Communities Wood products supply wood to the

	Meadow Lake plant 9 months of the year.
Kitsaki-Zelensky sawmill at La Ronge	In spring 2004, the company purchased sawmill equipment and structures from the former Clearwater sawmill and will move and reassemble the mill near the current La Ronge Sawmill site. A road is under construction to the new site. The tentative activities for this summer include site environmental work, streamlining the mill, business plan elements such as negotiation of chip sales, power supply, and waste disposal, and preparation of a 5-year plan. Depending on how quickly the softwood lumber dispute is resolved, the sawmill could be reconstructed over 5-6 months starting in spring 2005 and operations could commence in late 2005. The operation is expected to create 200-300 jobs in the next couple of years.
NorSask Forest Products sawmill at Meadow Lake	The sawmill, owned by MLTC, had a fire in February that damaged the board optimizer part of the mill. Repairs will take 2-3 months. The sawmill took temporary shutdowns throughout the past year but the planer mill continued to operate.
Green Lake Metis Wood Products	Since being rebuilt in 2001 after a fire, the sawmill had trouble becoming operational because of financial and equipment problems. The mill went into production in spring 2004 in order to finance the necessary repairs and renovations to equipment.

- Training for forestry sector continues

  ◊ **Forest companies continue to have difficulties in recruiting employees for trades, technical, and supervisory positions. The shortage of trained workers in these areas will continue to be more extreme because of the longer training period.** The Northern Labour Market Committee continues to advocate for long-term planning and higher-skill training to ensure northern workers are trained to fill the shortage. The Forestry Training Subcommittee determines the programs that will be funded under the province's Forestry Training Plan in this fifth year of funding under the 5-year Plan.

  ◊ **There is a growing demand for forest fire fighter training, pushed by two factors.**
  - In order to work directly for Saskatchewan Environment's fire crews or work on fires outside the province, firefighters must have a Type 2 certification.

  - An estimate of attrition and replacement of retiring firefighters means that Saskatchewan Environment may need to recruit 900 firefighters within 10 years. Currently 800 of the 1,000 Fire Program workers in Saskatchewan Environment work on the fire line annually: 60% are estimated to be over age 45 and expected to retire within 10 years due to the physical nature of the jobs. The majority are from northern communities, are Aboriginal, and are seasonally employed as emergency community firefighters.

  ◊ Fire suppression training is provided under 2 community-based programs. The trainees join department personnel on fires as needed or work on projects in their home communities in times of low fire hazard.

  - Prince Albert Grand Council (PAGC) undertakes most of the fire suppression training for its own First Nations communities as well as for other Tribal Councils, under a 5-year agreement signed with the province in 2000. About 700 workers are trained annually.
  - A 5-year Forest Protection Worker Training Program began in 2002 to provide a similar program for people on Employment Insurance or Social Assistance. About 110 people are

trained annually. In recognition of the technological advancements in firefighting today, Saskatchewan Environment has raised the educational requirements for entry into the program to Grade 12 or equivalent.

Forestry Sector Summary

Sector Trends	Partnerships
• The market demand as well as market prices for Saskatchewan's forest products are expected to stay high because of continuing housing booms in Canada and the U.S. This strong demand linked with the recent victory for Canadian producers in the softwood lumber trade dispute with the U.S. could herald a rebound in the next year in the northern logging and saw milling industry from the current slow period. • Northern Saskatchewan sawmills will find it challenging to compete with low-cost super mills, the new trend in the industry. They recognize the need for value-added products in the long-term to increase viability. • Forestry producers continue to have difficulty recruiting trained trades workers, technicians, process operators, and supervisors. Challenges in recruiting for professional and trades workers will continue for the next several years because of the longer training period for these occupations. Another challenge in producing a trades workforce is finding initial employment in apprenticeable positions in the small economic base of the northern region, a necessity before apprenticeship can begin. • Training and upgrading for forest fire protection workers is needed because of looming retirements, technological advances, and international certification requirements.	In 2004-5, the fifth year of the 5-year Forestry Training Plan, the province has continued its budget of $859,000 for training for employment opportunities across the forestry belt. Northlands College and the Northern Labour Market Committee will continue to advocate for long-term planning for trades and higher-skill training to ensure that northern workers are trained to fill the shortage in these occupations.

Labour market demand	Training Opportunities- 2004-2005 *			
	Northlands College	Technical Institutes	Universities	Employer
Trades Electrician Heavy Duty Mechanic Millwright	X	X X X X		X X X X
Sawmill Operator				
Process Operator		X		
Harvesting – mechanical Harvesting – conventional				
Integrated Forest Worker Natural Resource Technician		X		
Truck driver	X	X		
Basic Forest Firefighter	X			

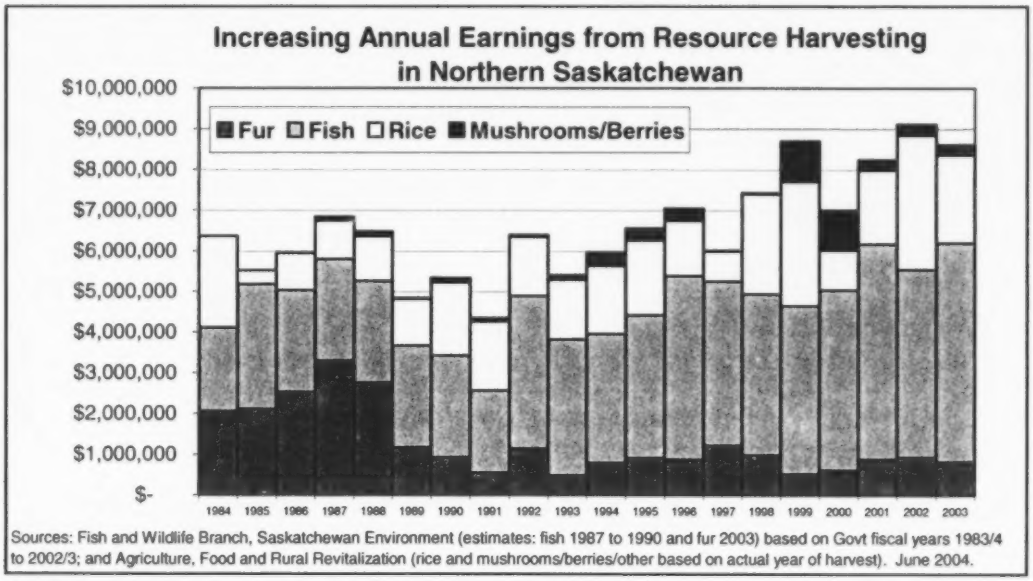
Labour market demand	Training Opportunities- 2004-2005 *			
	Northlands College	Technical Institutes	Universities	Employer
Basic education and literacy	X	X		
Professional careers preparation- University Arts and Science	X		X	
Supervisory/Management skills			X	X

* Programs are launched throughout the year - see Northlands College and Institutes' calendars for details on specific courses and locations

3.5 Resource Harvesting Sector

- Incomes from seasonal harvesting occupations increases

  ◊ Resource harvesting provides important seasonal income for many people in the northern region. There are about 4,000 seasonal jobs in fur trapping, commercial fishing, wild rice production, and the collection of berries, mushrooms, and other non-timber forest products. Many people work at a combination of these activities throughout the year, depending on the season.



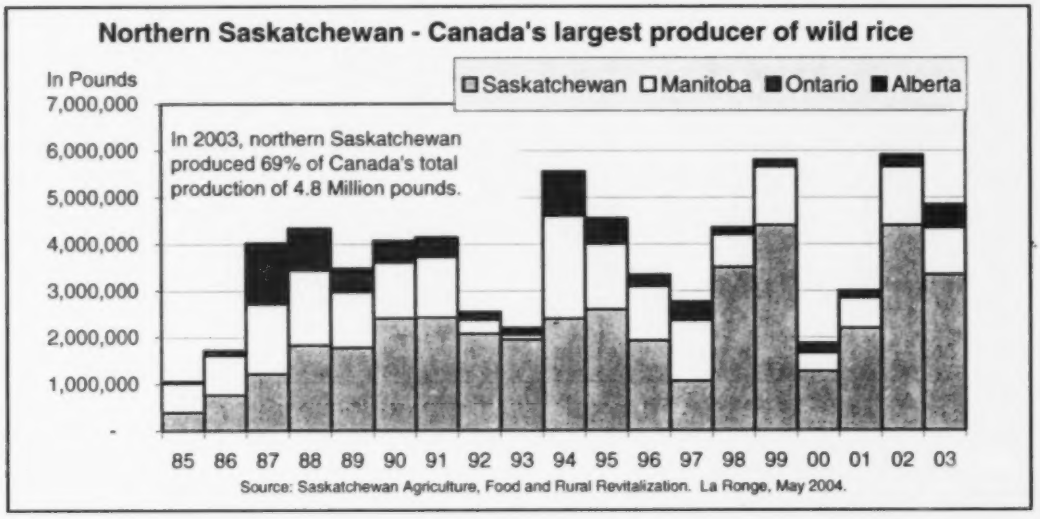
Sources: Fish and Wildlife Branch, Saskatchewan Environment (estimates: fish 1987 to 1990 and fur 2003) based on Govt fiscal years 1983/4 to 2002/3; and Agriculture, Food and Rural Revitalization (rice and mushrooms/berries/other based on actual year of harvest). June 2004.

◊ In 2003, the total annual earnings from these products was about $8.6 million, as shown in the chart. The value of this sector has gradually increased, primarily due to increasing revenues from fishing, wild rice, and mushrooms as trapping revenues declined. The 10-year average for the past decade was $7.5 million compared to the 10-year average of $5.7 million for 1983 to 1993.

◊ The workforce in the traditional harvesting occupations of trapping and fishing has been aging and few younger workers have been entering these occupations. Many trappers and fishermen are in a position to retire in the next 5-10 years.

- Northern Saskatchewan is the largest wild rice producer in Canada

◊ Northern Saskatchewan continues to be the leader in wild rice production in Canada, last year growing 69% (3.34 million pounds) of Canada's total production of 4.84 million pounds. Saskatchewan's harvest in 2003 was down from the record in 2002 but was well above the 10-year average, as shown in the chart.



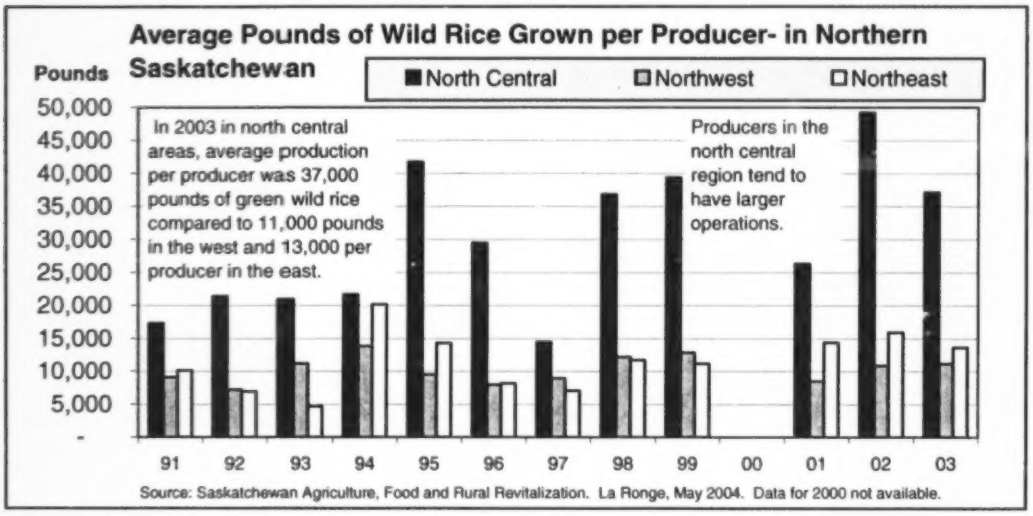
◊ The "farm-gate" value of the green rice to northern producers was about $2.1 million.

◊ Because some of the record crop from 2002 was not sold, the large inventories have reduced the market demand and lowered the prices, resulting in some challenges for marketers. The large inventories also influenced the way the 2003 crop was harvested; growers tended not to make so many passes to pick the crop because of the lower demand and prices.

◊ The 2003 harvest was processed at two Saskatchewan processing plants, both located in northern Saskatchewan (La Ronge and Denare Beach). The processing plants employed about 60 workers for about 3 months.

◊ The industry also provides seasonal employment for a number of harvester boat operators. Many of the 200 wild rice producers in northern Saskatchewan in 2003 employed one or more people for a month to help harvest and transport the rice. **A continuing training need for the industry is harvester training in order to maintain the quality levels of Saskatchewan's grade A, organic wild rice.**

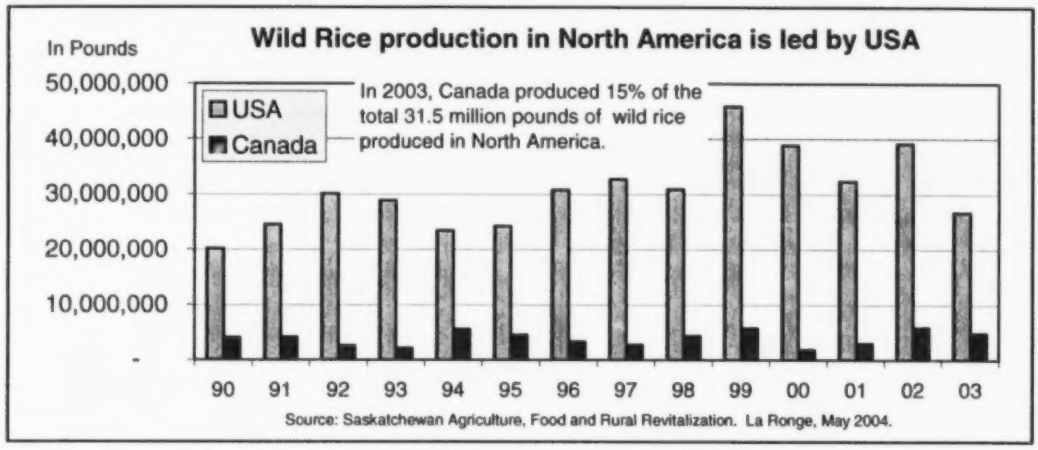
◊ The number of producers declined from 230 to about 200 in 2003 because of the lower demand for rice. Growers in the north central area tend to have larger operations; the north central area has a small proportion of the north's growers but produces the largest portion of the annual harvest. The chart below shows the average yield per grower by northern area. In 2003, about 38 producers in the north central area on average each produced 37,000 pounds of green wild rice compared to 11,000 pounds per producer in the northwest and 13,000 pounds per producer in the northeast.



◊ The Department of Fisheries and Oceans implemented a new federal approval process for wild rice growing. Only new rice developments will be required to go through the new approval process and no new northern applications were submitted in 2003. It is not known yet if the new process will affect northern Saskatchewan growers since most of the prime growing area is already allocated to permitted growers.

◊ Two northern Saskatchewan companies market the majority of wild rice grown in the province across Canada, the United States, and Europe. Both companies are located in La Ronge: Northern Lights Foods, owned by the Lac La Ronge Indian Band, and Riese's Canadian Lake Wild Rice.

◊ Saskatchewan's wild rice marketers will benefit from the reduced American harvest in 2003. U.S. production fell by 30% from their 5-year average because of hot weather in California. In 2003, American producers produced 26.7 million pounds compared to Canada's production of 4.84 million pounds. Canada's harvest represented 15% of the total wild rice grown in North America (the majority of Canada's harvest coming from northern Saskatchewan), as shown in the chart. Growers in the United States utilize rice paddies and, often, chemicals and fertilizers resulting in large yields for each producer. Saskatchewan production is lake grown and the majority is certified organic.


Wild Rice production in North America is led by USA
In Pounds
50,000,000
40,000,000
30,000,000
20,000,000
10,000,000
-
USA
Canada
In 2003, Canada produced 15% of the total 31.5 million pounds of wild rice produced in North America.
90 91 92 93 94 95 96 97 98 99 00 01 02 03
Source: Saskatchewan Agriculture, Food and Rural Revitalization. La Ronge, May 2004.

◊ **Product development and marketing is key to northern Saskatchewan producers gaining a market share and competing against the large quantities of American rice on the market.** Although American paddy-grown rice is cheaper, northern Saskatchewan wild rice competes successfully because it is generally certified as organic and is a long-grain, grade A rice. The large inventories of rice, however, emphasize the need for the development of new products made from broken rice such as in flours and pancake mixes as well as new products made from the whole long grain such as in sausages.

- Commercial fishing volume and value increase slowly

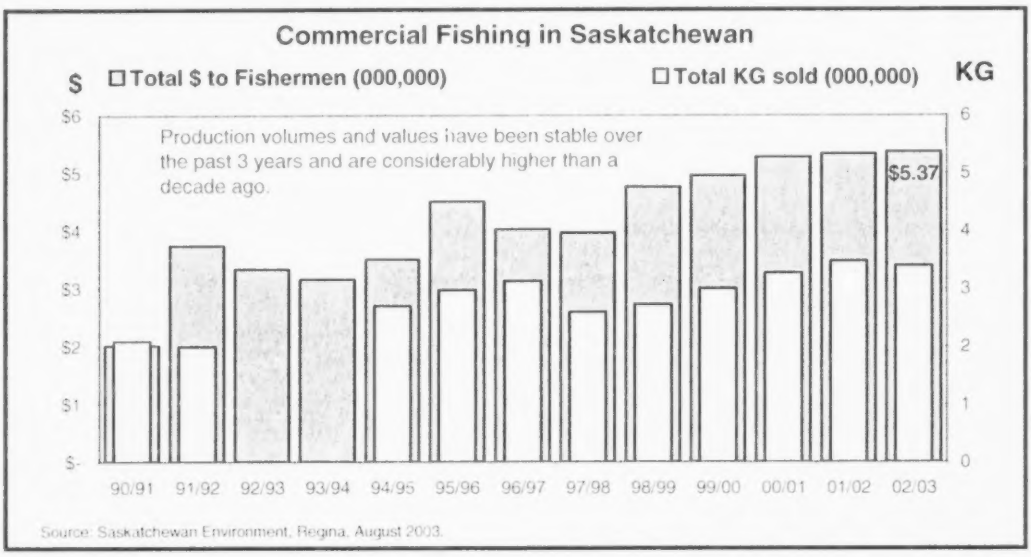
◊ As in other industries that exported their products this past year, sales and incomes in the fresh water fishing sector are lower because of the higher Canadian dollar, which has made Canadian products more expensive for Americans and, therefore, less competitive. However, Freshwater Fish Marketing Corporation (FFMC - which markets freshwater fish from central and western Canada) projects a small but positive net income for fishers for the fiscal year. Most of FFMC's markets are outside of the country.

◊ Saskatchewan is the second largest freshwater fish producer of the 5 areas served by Freshwater Fish Marketing Corporation, which includes northwest Ontario through to Alberta and Northwest Territories. Manitoba is by far the largest producer - Saskatchewan fishermen receive about 12% of the total payments from FFMC.

◊ Freshwater Fish Marketing Corporation's Third Quarter Report states that due to lower prices and a reduction in fish deliveries to the corporation, initial payments to Saskatchewan fishermen were down 25% from the year before. Although pickerel production was similar to the year before, whitefish, pike and mullet production were lower.

◊ The provincial government is nearing the end of a 5-year strategy to revitalize the commercial fishing industry. The strategy had aimed at doubling the value of production. Although it doesn't look like the goal will be achieved within the timeframe, considerable gains have been made in increasing the volume and value of production as shown in the next chart. The 5-

year average from 1998/9 to 2002/3 was $5.14 million in value, 34% higher than the 5-year average of $3.83 million from 1993/4 to 1997/8.



- The Saskatchewan Co-operative Fisheries Limited (SCFL) has raised over $1 million through its sales of shares for the construction of a $4 million fish processing plant, to be located in Prince Albert. SCFL continues to pursue additional funding and loans before construction commences. The new plant would be owned and controlled through its share holders - local fishery co-ops – and will benefit from international marketing connections already established by Freshwater Fish Marketing Corp. (FFMC). SCFL and FFMC negotiated an agreement for fish to be processed at Prince Albert instead of Winnipeg. FFMC will buy and market the fish from the new plant and continue to utilize a pay schedule of initial and final payments to fishermen. The plant will employ 4 management and 28 full time workers who will manually fillet fish as well as operate processing machinery.

- Although the plant will be located in Prince Albert, it is anticipated that it will benefit northern fishermen by encouraging more production through full utilization of lake quotas and by creating opportunities for sales of underutilized species.

- Most of the northern fishing co-operatives upgraded their facilities in the past couple of years under *Northern Saskatchewan Fisheries Infrastructure Program*. Program and partnership funding totaled about $1 million for such improvements as new fish packing plants, ice houses, equipment, and improvements to existing facilities.

- Northern fishermen continue to receive an annual transportation subsidy of about $300,000 to offset transportation costs. The province provides the funds and the FFMC administers the subsidy payments, which vary within 7 lake zones.

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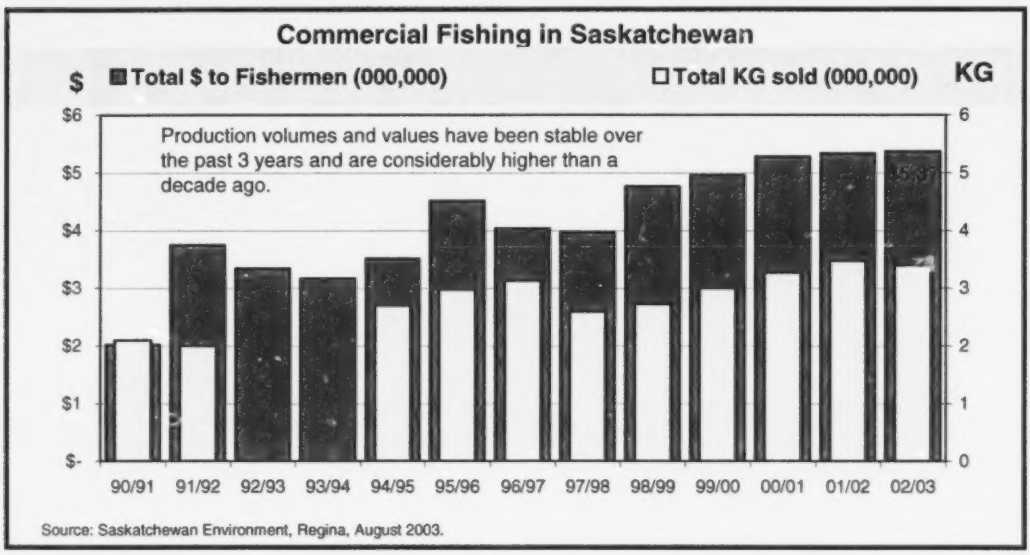

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◊ The workforce of the northern commercial fishing industry has remained stable for the past decade at about 500 active licensed fishermen and 1,000 helpers. In addition, there are about 70 seasonal workers who pack and process fish at 9 local plants and 25 people who are licensed to peddle fish within the province (outside of FFMC sales). The majority of the northern workforce is Aboriginal, male, and aging with about 45% over age 45; a large proportion of the workforce will be in a position to retire in the next 5-10 years. Commercial fishing is generally seasonal and not the main occupation. **Training needs include quality control, food preparation, equipment maintenance and small business management with training-on-the-job the preferred delivery type.**

◊ **Operators and crews on northern fishing boats were required to sign up for basic safety training (Marine Emergency Duties or MED) by summer last year and complete the training course when it becomes available in their area.** SCFL, SIAST, and Northlands College have met with Transport Canada to discuss delivery of the course. The cost for each crew will be about $250, depending on the training institute. Boat operators and crews must have completed the training by April 2007. The MED course provides crewmembers with hazard awareness, emergency and fire training, and survival training. One of the challenges for Transport Canada in inland Canada is that most small commercial boat operators are in northern, remote areas. The department is making allowances for areas that are far from training institutes or where the numbers needing training are not large enough for a training program. Options will include extending the April 2007 deadline for them or having inspectors travel to the site to administer the exams.

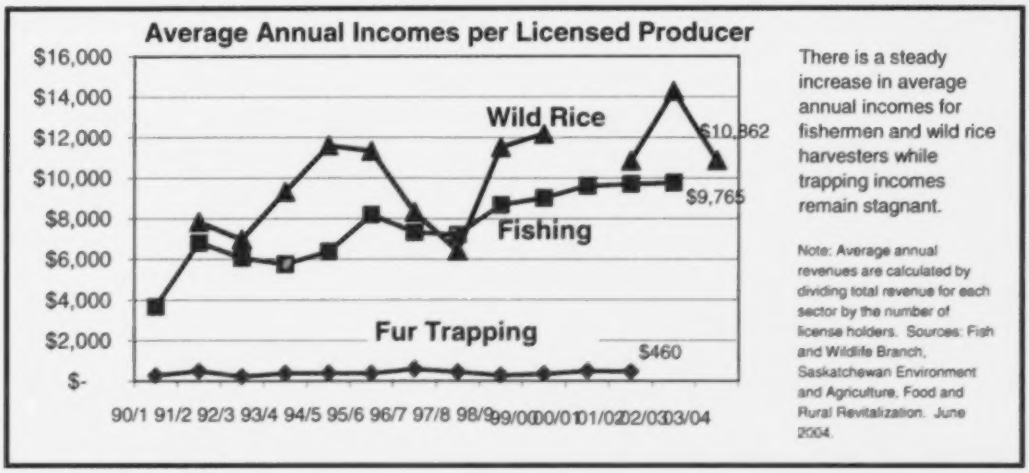
- Fur Trapping provides additional income

◊ The number of licensed trappers in the province has declined steadily over the past 20 years. In the northern region, the number of licensed trappers has remained fairly stable for the past decade at about 2,000 people, however, the declining trend continues in the southern half of the province with only about 1,000 trappers maintaining their licenses.

◊ Aggressive industry efforts in marketing and new product development, led by the North American Fur Association and the Fur Council of Canada, have helped to revive an interest in fur in the fashion industry. Both agencies support fur fashion designers and fund a variety of venues to promote fur fashions to a broader and younger clientele.

◊ As a result of this higher demand, fur prices have remained fairly stable during the last couple of years. Total income for northern trappers is just under $1 million annually.

◊ Compared to trapping, commercial fishing and wild rice harvesting appear to offer much more potential for those interested in resource harvesting occupations and businesses, showing steady growth trends and much higher incomes than trapping, as shown in the next chart. Average annual incomes from fishing and wild rice have risen steadily over the past decade to about $10,000 per license holder while average annual incomes from trapping have shown no increase over the past decade from the extremely low average annual income of about $400 per trapper.


Average Annual Incomes per Licensed Producer
$16,000
$14,000
$12,000
$10,000
$8,000
$6,000
$4,000
$2,000
$-
Wild Rice
$10,362
Fishing
$9,765
Fur Trapping
$460
90/1 91/2 92/3 93/4 94/5 95/6 96/7 97/8 98/9 99/00 00/01 01/02 02/03 03/04
There is a steady increase in average annual incomes for fishermen and wild rice harvesters while trapping incomes remain stagnant.
Note: Average annual revenues are calculated by dividing total revenue for each sector by the number of license holders. Sources: Fish and Wildlife Branch, Saskatchewan Environment and Agriculture, Food and Rural Revitalization. June 2004.

◊ **Northern trappers must be trained and have new humane land traps in use by June 2007.** The Fur Institute of Canada, a non-profit umbrella organization for the Canadian fur industry, is working on behalf of the Federal-Provincial Committee for Humane Trapping to deliver trapper workshops across the north as well as research and certification of new humane traps to meet the deadline. Canada signed the International Agreement for Humane Trapping Standards in 2001 with the European Union and Russia in order to market Canadian wild furs in many European countries.

- Potential for non-timber forest products

◊ Western provincial government agencies are working together to establish a western Canada network for the non-timber forest industry. The network would assist the industry in becoming sustainable and include all aspects from picking to marketing. Non-timber products in northern Saskatchewan include wild mushrooms, berries, fern fiddle heads, birch syrup, essential oils, and fresh and dried plant material for wreaths and crafts.

◊ Although this industry is still fledgling, there is great potential. Timber harvesting and harvesting of non-timber products can occur concurrently if the two sectors discuss their harvesting plans. Currently, pickers using the products for commercial purposes must apply for a permit, sometimes a lengthy process that can cause problems to producers when trying to harvest products during the short growing seasons. Additional regulations are being considered to ensure that improper harvesting techniques do not harm the environment.

◊ 2003 was a poor year in the northern region for wild mushrooms because of the dry weather. Most of the 50,000 pounds of chanterelles were picked in the Big River area and most of the 200-300 pickers were from outside the northern area. The farm-gate value was about $250,000.

◊ Northern Lights Foods was a major buyer of wild mushrooms last year. The company established a large modern facility in 2002 in La Ronge for cleaning, grading, drying, and packaging wild mushrooms. They also received organic certification for their mushrooms,

becoming one of very few companies (if not the only company) in North America marketing organic wild mushrooms. The company's major markets are Canada, United States, and Japan. It is looking at expanding its operations to berries and other products and is currently undertaking some product development.

◊ A 3-year wild mushroom research project, extended to summer 2004, will collect data to determine a mushroom inventory of different stand densities, types, ages, and yield. The Agriculture Development Fund project is designed to increase knowledge of wild mushrooms and their habitat.

◊ Wild ostrich fern fiddle heads will be harvested in spring 2004 around Cumberland House by a local co-operative. Last year, 2000 pounds of fiddle heads were collected and marketed to British Columbia and to some restaurants in Saskatoon. The ferns were valued at about $6,000. The biggest problem last year was lack of an adequate processing facility. Since then, a fiddle head washer was developed that will help in processing the 2004 harvest. As well, the co-operative will look at air cleaning some of the fiddle heads to satisfy some buyers.

◊ About $2,000 worth of birch syrup was produced from 2,500 tapped trees near Cumberland House in spring 2004. Next year, the producer plans to significantly increase syrup production by tapping 10,000 birch trees and 5,000 Manitoba maples. The producer plans to market the product as pancake syrup and sauces and is working with the University of Saskatchewan to identify healthful properties of the syrups in order to market the syrup as a health food drink as well. The operation employed 4 people.

◊ Another potential industry for northern Saskatchewan is wreath-making from balsam fir. New Brunswick, with a similar terrain as northern Saskatchewan, has a $4 million annual industry to supply the strong established market in the United States for fresh wreaths for the Christmas season.

◊ **Provincial government departments in La Ronge are providing a series of workshops and presentations during 2004 to those interested in non-timber forest products.**

- 10 workshops were held around Christmas with schools and the public for those interested in wreath-making. Some wreath machines were left at schools for students to use during 2004.
- More workshops will be held in spring and summer 2004 for people interested in mushroom harvesting.

Resource Harvesting Sector Summary	
Sector Trends	**Partnerships**
• At this time, commercial fishing and wild rice harvesting appear to offer the most potential for those interested in resource harvesting occupations and businesses. These sectors have shown a trend of steadily increasing production volumes and value over the past	Northlands College will work with the Northern Labour Market Committee and the Traditional Economies

Resource Harvesting Sector Summary	
decade. • Although the non-timber forest industry is fledgling, there is great potential for development of niche organic products particularly for mushrooms, birch syrup, and fiddleheads. • A key need in the industry is the development of new, value-added products in order to be competitive and gain market share. In addition, harvesters of non-timber forest products need permits issued to them in a timely manner to take advantage of the short production seasons.	subcommittee to address training needs for workers in the industry.

Labour market demand	**Training Opportunities- 2004-2005 ***			
	Northlands College	**Technical Institutes**	**Universities**	**Employer**
Food preparation		X		
Food quality control		X		
Business management			X	
Business Certificate Program	X	X		
Business Planning		X		
Office Education	X	X		
Equipment maintenance		X		
Marine Emergency Duties	X	X		
Basic education and literacy		X		
Developmental Studies	X			
Pre-Technologies	X			
Workplace Education				
GED preparation	X			
Supervisory skills			X	X

* Programs are launched throughout the year - see Northlands College and Institutes' calendars for details on specific courses and locations

3.6 Construction and Trades Sector

- Shortage of trades workers

  ◊ A forecast by the Canadian Construction Association predicts moderate growth in residential and non-residential construction and renovation employment in Saskatchewan and right across the country. However, starting in about 2006, the Association predicts that industry growth could be slowed because of a shortage of construction workers. Their message is that labour shortages are closer than most people thought and, unless these shortages are addressed, growth in the industry could be affected.

  ◊ **Saskatchewan, like other areas of the country, already has a shortage of trained trades workers, particularly plumbers, carpenters, framers, bricklayers and drywallers.**

Causes of the trade labour shortage include retirements, exodus to other provinces (many to Alberta and the oil sands), and a shortage of youth entering the sector.

◊ Although apprenticeship is the backbone to a continued supply of skilled trades, **many people in northern Saskatchewan lack the academic prerequisites to enter trades training.** In some small communities there are no opportunities for trades training because of the lack of economic activity - workers must have apprenticeable jobs before they can enter trades training and gain certification. Of the jobs that are available, many are seasonal and short-term, making it difficult for workers to accumulate trade time. Other jobs may be in neighbouring communities and workers are unwilling to relocate to job locations.

◊ Many youth are not aware of the variety of trades careers or the growth in job opportunities until they are exposed to trades through work experience. **Students need career awareness, career counseling, and links with industry through work experience programs to help them make informed career decisions and ensure they have the high school prerequisites for trades training programs.**

- Initiatives underway to increase training and employment in construction trades

◊ In an effort to address the shortage of skilled trades workers in the north, the Northern Apprenticeship Committee (NAC) and Northlands College will deliver an innovative Construction Apprenticeship program with funding from the Northern Development Agreement. Phase I will include classroom work and shop training. Phase 2 will link with industry and provide 17 months of on-the-job training on the construction of the Ile a la Crosse school and health centre and other projects. Trainees will gain trade time for their work experience on the health centre.

◊ NAC is also pursuing federal funding for a program that would be delivered during the construction phase of the Cigar Lake mine. The program would focus on combining literacy, lifeskills, and on-the job trades training at the mine site for up to 80 Aboriginal people from the Athabasca region.

◊ During 2004-2005, Saskatchewan Learning is providing about $400,000 to increase Aboriginal participation and success in the trades. Proposals to the Aboriginal Apprenticeship Initiative must show innovation, indicate a labour market need in both the short and long term, and identify a career plan that leads to journeyperson status for participants.

◊ Most major construction projects in the northern region - such as schools, hospitals, social housing, mines, and roads - contain local employment clauses. These clauses ensure that local workers gain jobs in their own communities or northern region rather than contractors importing labour from outside the region.

◊ The Northern Apprenticeship Committee (NAC), an industry-agency partnership and a subcommittee of the Northern Labour Market Committee, is incorporated so that it can directly indenture apprentices. Being indentured to NAC rather than an employer enables apprentices to have continuous full-time indentureship in a region where part-time, seasonal

work is the norm. A coordinator helps link northern workers to employment and training opportunities at northern projects to help apprentices more quickly complete their training and work hours towards journeyperson certification.

◊ Saskatchewan Housing Corporation, in partnership with Northlands College, is proposing a Construction Skills Training Concept that would link social housing construction in the northern communities with construction skills training programs. The program would provide on-the-job training to help northern workers become skilled tradespersons. The Corporation also helps develop the capacity and skills of northern contractors – northern contractors win about 60% of annual maintenance contracts. During winter and spring 2004, contractor workshops were held in 8 northern communities to educate existing contractors on business practices and to recruit new contractors to work on the Corporations new construction and renovation projects.

- Overview of planned and proposed construction projects

Sector	Project	Planned Northern Construction Projects
Mining	Cigar Lake Mine	Construction of underground mine structures and camp facilities estimated at $350 million could commence in early 2005 and take 27 months with a workforce averaging 200 workers. Site preparation construction activities in 2004 will include upgrades to the airstrip, construction of a new head frame and camp kitchen, and upgrading the construction camp.
	Mill renovations	If construction commences on Cigar Lake, the McClean Lake mill would be expanded at a cost of $58 million, employing about 100-150 workers, and the Rabbit Lake mill would be upgraded at a cost of $20M to accommodate ore from Cigar Lake.
	Kristo Gold	Construction of pipelines, footings, roads, berms, and set up of the trailer camp could commence in late 2004, employing a crew of 10-15 for a few weeks
	Goldfields Project	The company has ordered a modular processing plant for the Goldfields deposit in the Athabasca region. Construction of a camp and other facilities is in the planning stage.
	Alberta Oil Sands	From 2004 to mid-2007, Nexen will require a 2,000-person construction workforce for the Long Lake oil sands project. In 2006, the Horizon project will require a construction workforce of 4,500. Skill needs include welders, electricians, millwrights, and carpenters.
Forestry	Sawmill at La Ronge	The sawmill will build a new road this summer to link the existing sawmill with the site of its new sawmill 2.5 km away. Subject to market conditions, the Kitsaki-Zelensky Partnership could reconstruct the Clearwater sawmill at its La Ronge site over 5-6 months starting in spring 2005.
	Sawmill at Deschambault	Subject to market conditions, the Peter Ballantyne Cree Nation has proposed a $50M new sawmill.
Health	Ile a la Crosse	Planning is in the final stages for a new joint-use facility to replace the high school and the hospital. Tendering will likely take place in autumn and site preparation may take place before winter. Construction will commence in spring 2005 to mid 2006. The Health district will continue to plan for 2 health care centres to replace existing facilities at Buffalo Narrows and Beauval.

Sector	Project	Planned Northern Construction Projects
	Cumberland House	Planning is underway for a new Health Centre. Construction could begin in 2004 and the cost is estimated at $3 million.
Roads	Athabasca	Northern Development Agreement recommended funding of $1.995M for improvements on the Athabasca seasonal road. The project is expected to begin in summer 2004 and be completed over 4 months. The project would employ 20-30 people, of whom 80% would be from the Athabasca region. In late 2002, the Athabasca Basin Dev. Corp. signed a new 3-year contract with Sask. Highways to provide maintenance work on the Athabasca seasonal road.
	Westside	Once the Alberta portion of the connecting road to Fort McMurray is completed (possibly in 2006), Saskatchewan will provide about $3M to upgrade its portion from tote road to grid road standards (provided the Federal government contributes).
Housing	Provincial	About 30-40 housing units will be built by Saskatchewan Housing Corporation in 2004, including 15-20 units under the Remote Housing Program and an estimated 20 units under the Centenary Program. Over the 4-year term of the Centenary Program, with private industry's share included, about $10 million will be spent in construction in the north. In addition, the 3-year, $3 M Accelerated Homeowner Program is in the second year. The program assists clients to purchase and repair their housing units. Seven local housing authorities manage 1,800 rental units with northern contractors generally winning over 60% of annual maintenance contracts. In Cumberland House, an existing duplex will be relocated this summer and renovated into a four-plex.
Non-residential	Ile a la Crosse	Construction will start on a new $20 M joint-use facility to replace the high school and the hospital in early 2005.
	North-wide	Water and sewer upgrades around the north over the next 2 years will total $8M in 13 municipalities
	La Ronge	The Prince Albert Co-operative store is in the planning stages for a new grocery store
	First Nations	The Lac La Ronge Indian Band and Buffalo River Band are among Aboriginal communities slated for cultural and recreational facilities under a federal infrastructure program.
	Pelican Narrows	$4 M in high school renovations are being planned
	Deschambault	$5 M in elementary school renovations are being planned
	Morin Lake	A school addition is being planned with a value of $2.4M
	Birch Narrows Reserve	A new $10 M school is in the planning and design stage
	La Loche	The province is providing $3M for an addition and renovations to La Loche's Dene high school building.

Construction and Trades Sector Summary

Sector Trends	Partnerships
• The shortage of construction workers and trades workers across the north is expected to continue. More trades people are required to serve the needs of a growing population. As well, several upcoming construction projects across the north will create employment opportunities for trained trades workers. Projects slated for the next couple of years include several schools, a hospital, community clinics, and a uranium mine. • Trades skills in short supply include carpenters, electricians, plumbers, drywallers, welders, heavy duty, and industrial mechanics. • Northern trades workers often face barriers to progressing in their trade because of a lack of academic prerequisites or a shortage of employment opportunities in which to gain trades time. • The challenge facing northern agencies is to create awareness among youth of the job opportunities in trades and to create innovative solutions in trades training that link training to employment and indentureship.	Members of the Northern Apprenticeship Committee (subcommittee of the Northern Labour Market Committee) continue to work together to promote trades careers in northern Saskatchewan. Partners pooled their resources to retain a coordinator for 2004-2005 to link northern apprentices to employment opportunities. During 2004-2005, Northlands College and other agencies and partnerships will apply for some of the $400,000 under the Aboriginal Apprenticeship Initiative to increase Aboriginal participation and success in the trades and to help develop innovative delivery alternatives. NAC and partners are planning to deliver an innovative construction entrance project for the west side in 2004-2005. The training project will incorporate academic upgrading, classroom training, and on-the job trades training during the construction phase of the new joint-use health centre/school in Ile a la Crosse.

Labour market demand	Training Opportunities- 2004-2005 *			
	Northlands College	Technical Institutes	Universities	Employer
Carpenter	X	X		X
Electrician	X	X		X
Plumber	X	X		X
Welder	X	X		X
Basic education and literacy		X		
Academic Prep for the Trades	X			
Developmental Studies	X			
Pre-Technologies	X			
Workplace Education	X			
GED preparation	X			
Supervisory skills			X	X

* Programs are launched throughout the year - see Northlands College and Institutes' calendars for details on specific courses and locations

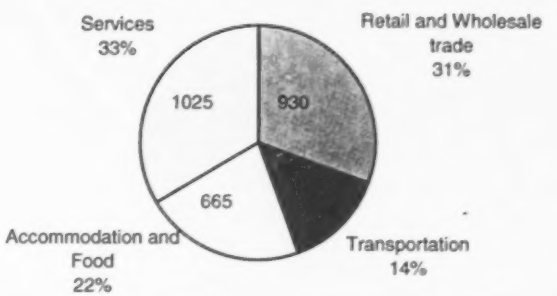
3.7 Commercial Services Sector

- Growth in personal and business services

  ◊ Almost one-third of the regional labour force works in the commercial services sector, according to Census 2001.

  ◊ The commercial service sector includes personal and business services, finance, recreation, food and accommodation, tourism, and transportation. Occupations include administrators, hotel and restaurant workers, retail staff, accountants and book-keepers, truck drivers, and hair stylists.

Commercial and Business Sector Employment in Northern Saskatchewan



In 2001, almost one-third of the labour force was employed in the service sector in northern Saskatchewan.

3,045 people provided services for the accommodation and food industry, finance, retail stores, recreation, cultural and business sectors.
Statistics Canada, Census 2001

  ◊ The number of small businesses and the variety of services available in the northern region have grown significantly over the past 20 years. Communities such as La Ronge, Buffalo Narrows, La Loche, and Ile a La Crosse have become service hubs for outlying communities, providing accommodation, retail, dental, legal, and business services. Stony Rapids is developing into a service hub for the Athabasca basin. It is the new regional centre for hospital services and the depot for lake barging for the Athabasca region. Because it is now the town at the end of the road system, it has become a jumping off point for air charters.

  ◊ Mining companies have been a major catalyst for the development and continued success of a variety of service businesses, including catering, janitorial, trucking, security, and suppliers of goods to northern mines. Through their Surface Leases with the provincial government, each mine site in the northern region has made a commitment to increase the economic benefits and opportunities to northern businesses. Athabasca Catering, Northern Resource Trucking, Sakitawak Development Corporation, Snake Lake Construction, Athabasca Basin Development Corporation, and Mudjatik-Thyssen Mining have Aboriginal ownership and employ almost 500 workers (300 from the north). These and other northern companies earned $69.9 million from the mines in 2002 for the goods and services they provided. **Training needs identified for these contractors include cooking certification, raisebore miner, and truck driver.**

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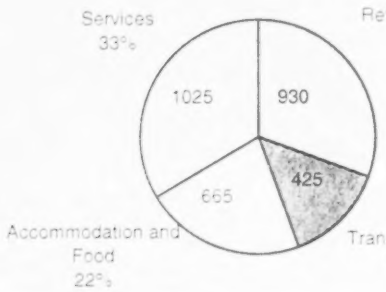

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◊ The tourism industry includes food and accommodation businesses across the north, including over 300 licensed fishing lodges in the northern region. Fishing lodges are generally owner-operated small businesses that operate seasonally and each provides employment for two or more local people as guides, dock hands, small motor mechanics, and cooks. Tourism is dependent upon a good road and transportation system, signage to provide information about destinations, and service staff that is trained and friendly with a positive attitude.

- To improve customer service and reduce employee turnover in the northwest in anticipation of the new road to Fort McMurray, the Northern Apprenticeship Committee will train 24 existing employees as **Food and Beverage apprentices** and **Hotel Guest Services apprentices** (Front Desk Agent and Housekeeping). These two important tourism occupations now have apprenticeship and journey certification through the Provincial Apprenticeship Board.
- The *Northern Tourism Task Team*, with support from Tourism Saskatchewan, works to move forward the development of tourism in the north. In 1999, it prepared the Northern Tourism Industry Assessment Report that identified issues in communication, marketing, training, and regulations. Over the next year, the Task Team will facilitate Community Tourism Planning processes at Buffalo Narrows, Ile a la Crosse, Cumberland House, and Pinehouse. The goal is to help communities identify their destination areas and initiatives, funding sources, and services that tourists may need in the area. In another initiative, the Task Team will identify costs of some broad initiatives that could be undertaken by the Task Team or other tourism industry group, such as: identifying northern tourism products (besides fishing), improving signage, locating funding, mapping tourism locations, and planning **workforce retention efforts (guide certification updates, mentoring new owners, and training)**.

• Transportation industry tied to economic cycles in mining, forestry, construction, and tourism

◊ **There is a shortage of qualified commercial truck drivers across Canada.** In northern Saskatchewan, the shortage could intensify if proposed forestry and mining projects proceed in the next couple of years.

◊ Northern Resource Trucking (NRT) is the main trucking employer in the northern region. The company has a hauling contract with Cameco's mines to September 2005 and a contract with AREVA's mines to summer 2007. The company also hauls in a year's-worth of supplies, fuel, and groceries to the Seabee gold mine during two months each winter when the ice road is open to the mine. NRT has diversified into log hauling through its part-ownership in Woodland Cree Logging. In addition, NRT manages a fleet of fuel trucks through its Gibson's Petroleum company in La Ronge. NRT is owned 71% by northern First Nations and Metis communities. The company employs almost 100 people.

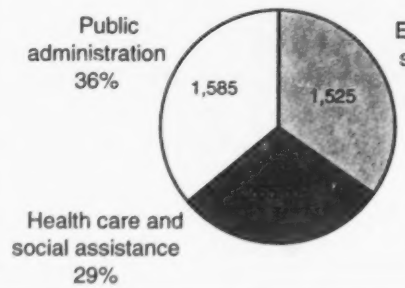
◊ The transportation industry is dependent on growth in other sectors for its own growth. Northern companies and drivers could have extra freighting opportunities if the lumber industry starts to boom again since the NAFTA decision and if Cameco decides to proceed to construction of Cigar Lake mine, with accompanying mill renovations at McClean Lake and Rabbit Lake mines.

◊ **One of the main barriers to northern residents accessing driving occupations is the lack of a basic driver's license.** Many residents of small northern communities do not have access to vehicles, driver training programs, or testing. There is also a **shortage of driver trainers** across the northern region.

3.8 Public and Non-Commercial Services Sector

Employment in this sector is the largest out of all the sectors, employing almost half of the northern labour force. About 4,400 people are employed in non-commercial service occupations such as teacher, nurse, laboratory technician, social worker, and in provincial, federal, First Nations, and municipal government administration in such occupations as police, conservation officer, postal worker, water and sewer operator, clerk, and librarian.

Employment in Health, Education and Public Administration in Northern Saskatchewan



45% of the labour force in the northern region is employed in health, education, or public administration services.

Statistics Canada, Census 2001

- Employment opportunities in health care

◊ Total employment in the northern health sector is estimated at 1,000 people. The three northern provincial health authorities employ about 500 people and it is estimated that federally funded programs on the 12 northern First Nations employ an additional 500 people as nurses, dental technicians, addictions workers, community health educators, and support staff.

– In the far north, the Athabasca Health Authority's new $12.7M health centre in Stony Rapids employs about 50 to 70 people, of whom half are from the local area.

– In the northwest, the Keewatin Yathe Regional Health Authority employs about 200 people. Its new hospital at La Loche has about 70 full time equivalent positions. The Authority is planning to replace the Ile a la Crosse hospital in 2005 and the primary health care centres in Beauval and Buffalo Narrows in the near future. The Authority anticipates that the workforce at the new Ile a la Crosse health centre will increase because of the expansion in services and the changes needed to meet current standards.

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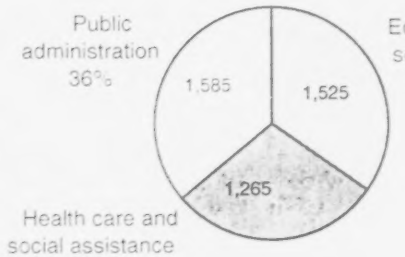

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- In the north central and eastern area, the Mamawetan Churchill River Health Authority employs about 255 people.

◊ A profile of occupations at the Mamawetan Churchill River Health Authority showed that health centres create opportunities for people at all skill levels. 49% of their positions required less than one year of post-secondary education. 31% of positions required one to three years of technical training, and 20% required a university degree. Workers at higher skill levels had more full-time employment; 78% of those in occupations requiring university degrees enjoyed full time employment compared to only 10% of those in occupations requiring less than Grade 12 education. 59% of positions were part time.

◊ Like many other jurisdictions, the 3 regional health authorities in the north have difficulty recruiting and retaining some health professionals, particularly **nurses, lab technicians, and doctors.**

◊ The total number of nursing staff in the province - registered nurses (RNs) and licensed practical nurses (LPNs) - is back up to what it was about a decade ago, according to the *Labour Market Analysis Saskatchewan Nursing 2003 Update*. The study found that most of the changes identified in the previous 1999 labour market analysis have taken place: the number of nursing and practical nursing enrolments has increased, the retention rate in the profession has increased, particularly among older nurses, and out-migration of nurses has slowed.

• Training Opportunities for health careers

◊ **The list of training needs in the northern region include:**

- **paramedic/first responder, home care/special care aide, food service, registered and practical nurse, and doctor.**

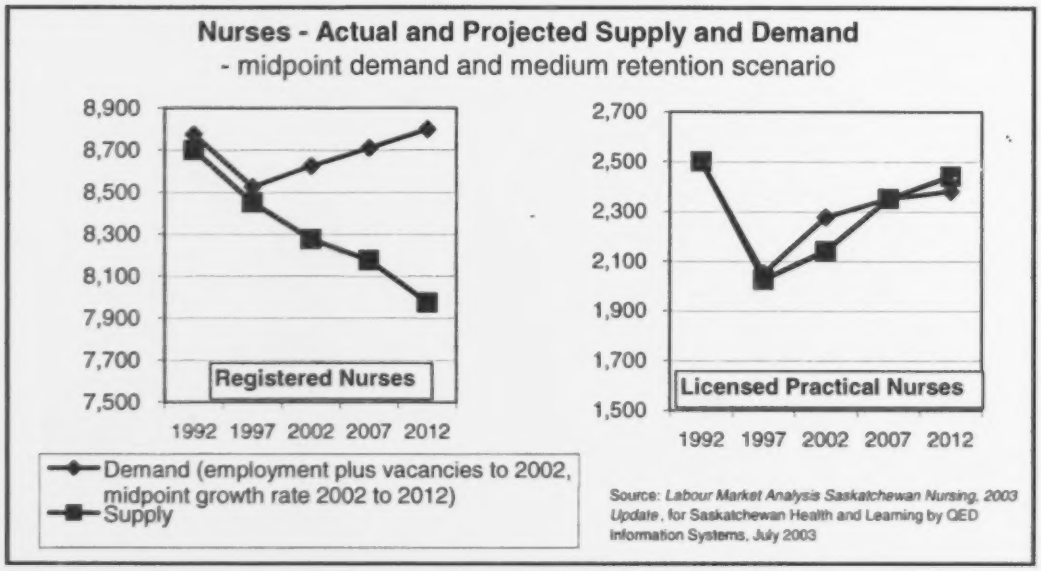
- As well, training programs are needed for current employees in areas such as **literacy, Recognition of Prior Learning for home care/special care aides, computers, service training for janitorial staff, training components for addictions/mental health workers, commercial cooking, workplace expectations and customer service, and supervisory training.**

- In order for local people to access health career opportunities, many require upgrading programs to provide the **academic prerequisites for entry into health training.**

◊ Nursing is viewed as a key ingredient in providing a high quality of health care. The northern Health Authorities face the same challenge as other authorities across the province – **how to maintain an adequate number of nurses in the face of stiff competition for nurses, an aging nursing workforce, and evolving roles for nurses.**

- The *Labour Market Analysis Saskatchewan Nursing 2003 Update* report found that there will be a significant gap between the supply and the demand of registered nurses by 2012. One-third of the 8,500 nurses in the province are over age 50 and are expected to retire within 10 years, as shown in the next chart. To combat the shortage, the province is adding 100 more training seats in Nursing Education Programs between 2003 and 2006 to bring the total training seats per year up to 400. Some of those additional training opportunities are in Prince Albert and targeted to northern and Aboriginal students.

- The peak of the age distribution for practical nurses is also in the 45 to 49 age group but more LPNs are under 30 years of age and fewer are over age 60. The number of practical nursing graduates has increased recently because of the delivery of decentralized programs brokered through regional colleges like Northlands College. Colleges can quickly implement LPN programs to respond to demand for LPNs so the study expects that current efforts can supply LPNs to meet the demand in the coming years.



◊ During 2004-2005, the provincial government will provide $5 million in bursaries for students in health professions. 220 new bursaries will be targeted to RNs, LPNs, and other nursing careers; 80 new bursaries will be offered in pharmacy, laboratory, X-ray and other technologies; 50 bursaries will be offered to students in medicine, and 180 students will continue with on-going multi-year bursaries. The bursaries commit students to working in the province's health authorities for a set period of time.

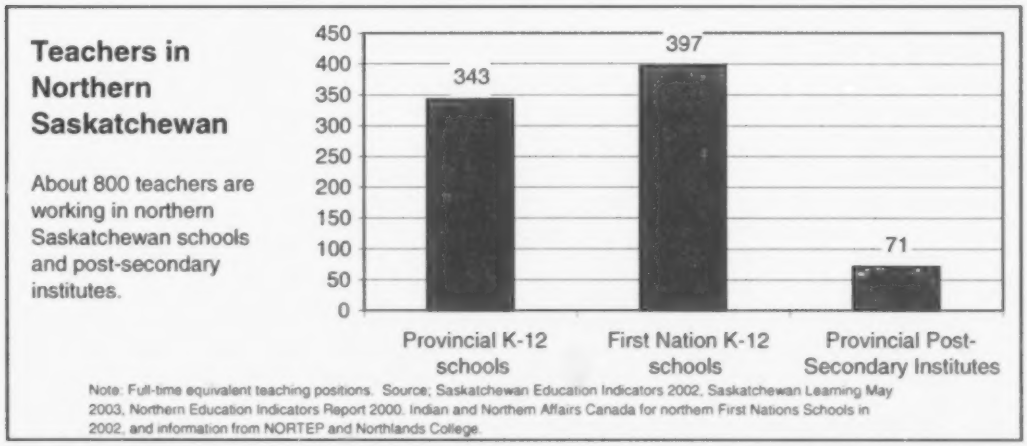
◊ In order to attract more Aboriginal and northern people into health care, two health-related programs were established in Prince Albert. The Northern Health Sciences Program at Woodland Campus is a 10-month program to prepare students interested in nursing and other health careers to obtain their math and science prerequisites. The Nursing Education Program was decentralized to the Saskatchewan Indian Federated College in Prince Albert to become the third location in the province delivering the full 4-year nursing degree program.

◊ In late 2002, the Mamawetan Churchill River health region and its La Ronge health facility received 3-year accreditation as a training centre. The accreditation enables northern students training in health careers to do their practicums at the facility rather than in Prince Albert.

◊ The new joint hospital/high school facility at Ile a la Crosse, to be operational in 2006, will create a wonderful opportunity for the health authority and the school to work together to increase health careers awareness and implement workplacements for students as a way to promote health-related careers. As well, the shared facility enables the health authority and the school district to save on planning and construction costs which translate into additional resources for the health district such as training classrooms, use of the computer lab, an elevator, pharmacy space, and daycare. Benefits for the school include a cafeteria, a larger library, and a CanSask career centre.

- Addressing the teacher shortage

◊ About 800 teachers are employed in the northern region: provincial schools in the north employed 343 full-time equivalent educators last year, provincial post-secondary institutes employed about 71, and northern First Nations school systems employed 397 teachers.


Teachers in Northern Saskatchewan
About 800 teachers are working in northern Saskatchewan schools and post-secondary institutes.
450
400
350
300
250
200
150
100
50
0
343
397
71
Provincial K-12 schools
First Nation K-12 schools
Provincial Post-Secondary Institutes
Note: Full-time equivalent teaching positions. Source: Saskatchewan Education Indicators 2002, Saskatchewan Learning May 2003, Northern Education Indicators Report 2000, Indian and Northern Affairs Canada for northern First Nations Schools in 2002, and information from NORTEP and Northlands College.

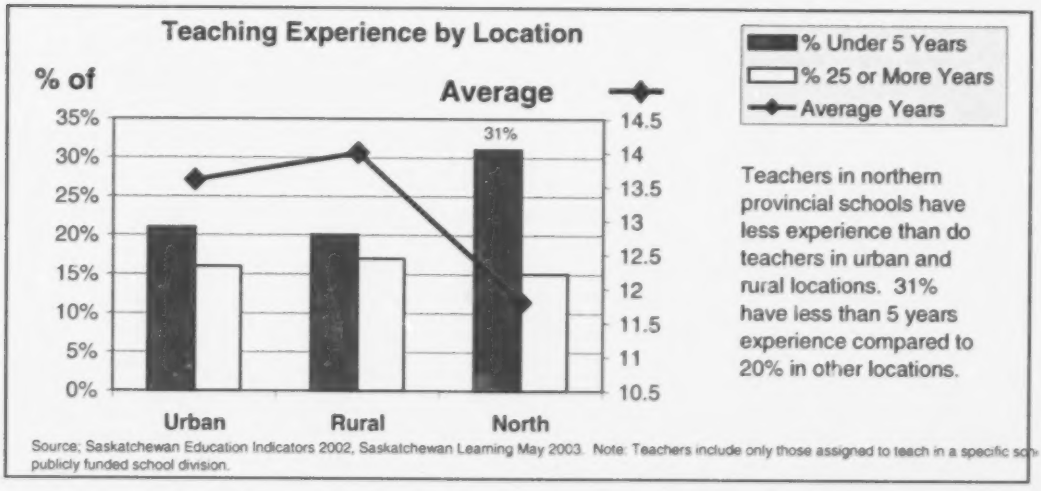
◊ *Saskatchewan Education Indicators 2002* reports that the number of teachers in provincially-funded K-12 schools across the province has increased since 1980-81 at the same time that student enrolments in provincial schools has declined. In northern Saskatchewan, the number of student enrolments in provincial schools has remained fairly constant over the 22 year span; the number of teachers, however, has risen from 319 to 343, an 8% increase. This has resulted in lower student-teacher ratios for all types of school divisions including the northern region, as shown in the table below.

Number of Elementary and Secondary Educators by Type of Provincial School Division as of Sept. 30						
	1980-81	**1985-86**	**1990-91**	**1995-96**	**2000-01**	**2001-02**
Rural	5,670	5,540	5,333	4,959	4,522	4,451
Urban	5,079	5,342	5,419	5,698	6,277	6,562
Francophone				61	91	88
North	319	292	316	325	331	343
Total	**11,067**	**11,174**	**11,068**	**11,042**	**11,222**	**11,444**
Student-Educator Ratio by Type of Provincial School Division as of Sept. 30						
Rural	16.8	16.3	15.8	16.0	14.9	14.4
Urban	18.9	18.4	18.4	17.9	16.7	15.9
Francophone				13.4	10.6	11.0
North	17.3	17.3	16.1	15.9	16.2	15.3
Total	**17.8**	**17.3**	**17.1**	**17.0**	**15.9**	**15.3**

Source: *Saskatchewan Education Indicators 2002*, School Finance Data, Regina, Sk. Note: data is based on full-time equivalent students and full-time equivalent teachers.

◊ The *Indicators* also reports that, similar to the rest of the province, the majority of teachers in provincial schools in the northern region are female: 62% are female and 38% male.

◊ Teachers in the northern region of the province tend to have less experience than teachers in urban and rural schools. In 2001-2002, 31% of teachers in northern provincial schools had less than 5 years experience compared to 20% in urban and rural schools. The average number of years of experience for northern teachers is 11.8 years compared to 13.6 years for urban teachers and 14 years for rural teachers.



Source: Saskatchewan Education Indicators 2002, Saskatchewan Learning May 2003. Note: Teachers include only those assigned to teach in a specific sch publicly funded school division.

◊ ***Educator Supply and Demand in Saskatchewan to 2006*** **projects that the greatest demand for educators will continue to be in northern Saskatchewan.**

- The north will require more teachers because, unlike urban and rural school districts, the northern region has a growing school-age population. Enrolment in provincial schools is expected to remain stable while enrolment in northern First Nations schools is growing.

- Teachers are migrating from northern Saskatchewan to urban Saskatchewan at an increasing rate. High teacher turnover means schools will continue to need replacement teachers for those leaving for urban centres.

- **Shortages in specialized areas like secondary science and math, computer science and practical and applied arts will continue across the province. School districts in northern areas will continue to have more difficulty in recruiting specialized teachers** because they must compete with other regions that can offer more services and amenities.

◊ First Nations schools are also facing teacher recruitment and retention challenges. First Nations schools have seen a 21% increase in enrolments over the past 5 years and they now instruct almost half of the students in the northern region. The Lac La Ronge Indian Band employs about 100 teachers in its 7 schools. The Band identified challenges in recruiting math and science teachers. **They see a need for a math and science bridging program to provide high school graduates with the necessary prerequisites to become teachers with math/science specialties. Training is also required for teacher assistants.**

◊ Over the past few years, agencies worked together and with Saskatchewan Learning to address the problem of teacher recruitment and retention in northern schools. The province now provides $1 million each year for a Teacher Recruitment and Retention Program. The program provides funding for school board initiatives to recruit and retain teachers, including special bursaries for northern teachers. Northern school divisions implemented more professional development opportunities, incentives, available housing, and compensation.

◊ Applications into the Northern Teacher Education Program (NORTEP) have increased over the years. NORTEP is a Bachelor of Education program designed to meet the needs of teachers in cross-cultural instruction. NORTEP is based in La Ronge and open to people from across northern Saskatchewan. NORTEP has graduated 270 teachers since it started in 1976 and 95% are employed in teaching-related positions. The majority of graduates continue to work in the north and most - about 85% - are of Aboriginal ancestry. NORTEP purchased and renovated 2 apartment buildings in La Ronge that will be available for student accommodation in autumn 2004.

◊ NORTEP's plans for 2004-2005 include maintaining intake levels to meet teacher shortages in northern Saskatchewan. Future initiatives include **increasing math and science course offerings, delivering summer courses for teachers, and looking at feasibility of joint administration and an instructional centre in partnership with other institutes.**

- <u>Certification for workers in early childhood development, libraries, and water/waste water operations</u>

◊ Northlands College will undertake **Recognition of Prior Learning and workplace literacy**

training during 2004-5 targeting 30 employees working towards their early childhood development, library technician, and water/waste water operator certificates. This process includes assessment, recognition, and awarding of credits for learning that meets the course intents of an accredited course but which have been gained outside of formal education such as work experience.

- Provincially-licensed day care centres in northern Saskatchewan provide employment for many people, women in particular, many with lower education levels. Changes were made to the Childcare Regulations in July 2001, providing a 5-year window for people to get the required accreditation to gain or maintain their employment at childcare facilities. **Directors of day cares will be required to hold an Early Childhood Education (ECE) 2-year diploma rather than a 1-year certificate. Workers at day cares currently require 120 hours of orientation but, by 2005, 30% must also have an ECE certificate and, by 2007, 20% must have ECE diploma**. Many workers face challenges in attaining the new certification requirements because they cannot leave their families to attend 10-month ECE programs in larger centres. As well, some need academic upgrading to meet the program entry requirements. Options to overcome these barriers include utilizing correspondence courses but ensuring a tutor is available, delivering the course in northern communities, developing a co-operative education model of in-class training alternating with work phases, and Recognition of Prior Learning.

- A survey of 58 librarians working at public and school libraries across the north shows that only 29% of respondents have formal library training. The survey, undertaken by Pahkisimon Nuye?ah Library System (PNLS), shows that people who have college or higher courses in librarianship stay longer in their jobs. As well, like other jurisdictions, the staff is aging with only 24% under age 35 and PNLS is concerned about succession planning. PNLS is looking at ways to deliver training to its current workforce to improve library services, including Recognition of Prior Learning program, distance delivery options for a **2-year library technician program,** and a mentorship plan.

- All municipalities must ensure that water and sewage systems are under the direction of a certified operator by 2005, in accordance with Saskatchewan Environment's new regulations. Most northern municipalities will require level 1 or 2 certified operators. **These operators must have Grade 12 (or equivalent education or experience), 1 to 3 years of facility experience, plus pass the exam.** Certification is mandatory by 2005, however, training is on a voluntary basis and needs to be supported by the municipalities, hamlets and settlements in order for their staff to access the training. Given the educational profile of the existing northern water and waste water operators, attaining certification in all communities will be a challenge. A certificate program, as well as short courses for on- and off-campus delivery, are available though SIAST and colleges. Indian reserve communities are exempt from these regulations since they fall under federal jurisdiction. Their operators, however, are encouraged to become certified under the provincial program.

Services Sector Summary

Sector Trends	Partnerships
• The northern region will likely continue to face shortages in most health occupations because of competition with other regions and because of the demands of a growing population. • The northern region will continue to need teachers to replace those who relocate to urban centres and to fill specialist positions in those hard-to-find areas of secondary math and science, computer science, and practical and applied arts. The key for both the health and education sectors is to encourage local people to be trained for these careers, since they are more likely to stay in their home region. • Government legislation and regulations are driving the need for training and certification for employees of child-care centres and water/waste water management operations. • Several northern communities are developing into service hubs for surrounding communities, creating employment opportunities at all skill levels from janitor to accountant for those with skill training or customer service skills. • One of the main barriers to northerners in many small communities accessing driving occupations is the lack of access to vehicles, driver training programs, or testing.	Northlands College will work in partnership to deliver training for Water and Waste Water Operators to prepare for the ABC Level Two Certification exams to meet legislative requirements by 2005 Northern Health Regions, the Northern Inter-Tribal Health Authority and other agencies are working together to develop a Northern Health Strategy for a coordinated vision for health care in the northern region. Northlands College and other agencies will work with the La Ronge Health Centre to provide practicums for northern students who are training in health careers. Mamawetan Churchill River Health Authority and its La Ronge health facility received 3-year accreditation as a training centre. Under Multi-Party Training Plan III, partners will plan and deliver programs in cooking, truck driving and raisebore mining for employees of mine service contractors.

Labour market demand	Training Opportunities- 2004-2005 *			
	Northlands College	Technical Institutes	Universities	Employer
Registered Nurse		X	X	
Licensed Practical Nurse	X	X		
Home care/special care aide	X	X		
Laboratory Technician		X		
X-Ray Technician		X		
First Responder		X		
Primary Care Paramedic/EMT	X	X		
Institutional Cooking	X	X		
Food Service		X		X
Public Health Inspector			X	
Addictions Counselor		X		X
Medical Doctor			X	

Labour market demand	Training Opportunities- 2004-2005 *			
	Northlands College	Technical Institutes	Universities	Employer
Early Childhood Education	X	X		
Early Childhood Development 1	X	X		
Early Childhood Development 2	X	X		
Water & Waste Water Mgmt 2	X	X		
Professional careers preparation- University Arts and Science	X		X	
Teacher (university entrance)	X		X	
Teacher Assistant	X	X		
Recreation/Leisure Management	X	X		
Office Education	X	X		
Truck Driver 1A	X	X		X
On-line high school	X			
Developmental Studies	X			
Adult 12/Pre-Technologies	X	X		
GED preparation	X			
Literacy/PALS	X			
Recognition of prior learning	X			

* Programs are launched throughout the year - see Northlands College and Institutes' calendars for details on specific courses and locations

4. Making the Connections to Training

4.1 Grade 12 Courses and Prerequisites for Post-secondary Training

- Core areas of Study for Grade 12 Students

  ◊ As more northern youth and adults achieve their Grade 12 education, fewer businesses are accepting less than a Grade 12 for their entry level workers.

  ◊ In the last 5 years, the availability of Grade 12 pre-requisite courses in Math and Science at northern schools has increased as more northern students stay in school longer. Generally, 2 Math and 2 Science courses are available in most northern high schools.

  ◊ One northern school division, Northern Lights School Division, in an effort to increase Math and Science enrolments and provide graduates with the prerequisites to enter post-secondary programs, introduced a new 3-year program plan in autumn 2002.

  ◊ Northlands College also offers Adult 12 programs around the north for adult learners to achieve their high school diplomas. (Refer to Northlands College Calendar for locations.)

  ◊ Course offerings from Kindergarten to grade 9 are standardized and mandatory. For high school students, however, Saskatchewan Learning aims to develop individual responsibility

and personal growth by providing a framework of a minimum set of compulsory core courses and a set of electives based on the students' preferences and future career goals.

- Availability of Core Areas of Study for Grade 12 students by northern schools:

◊ Saskatchewan students need a total of 24 high school credits from grade 10 to 12 to graduate from high school. Seven of the credits must be at the 30 level (grade 12) and can be taken through a high school, Saskatchewan Government Correspondence School, or a post-secondary institution (like Northlands College) approved to offer secondary level courses. The core compulsory courses and a list of electives are listed in these charts.

Grade 12 Core Areas of study - availability by High School 2003 - 2004 * Indicates First Nation Schools	Air Ronge, Senator Myles Venne	Beauval, Valley View, Beauval	Black Lake, Father Porte Memorial	Buffalo Narrows, Twin Lakes	Buffalo Narrows, Northlands College	Canoe Lake, Canoe Lake First Nation	Creighton, Northlands College	Cumberland House, Charlebois School	Cumberland House, Nisto Awasisak Memorial	Deschambault, Kimosom Pwatinahk Collegiate	Dillon, Buffalo River Dene Nation	Fond du Lac, Father Garnache Memorial	Hall Lake, Sally Ross	Ile a la Crosse, Rossignol High	La Loche, La Loche, Dene Bldg.	La Ronge, Churchill High	La Ronge, Northlands College	Montreal Lake, Montreal Lake High	Patuanak, St. Louis School	Pelican Narrows, Opawikoscikan	Pinehouse, Minahik Waskahigan	Sandy Bay, Hector Thiboutot	Southend, Reindeer Lake High	Stanley Mission, Rhoda Hardlotte Memorial	Wollaston, Father Megret High
	*		*			*			*	*	*	*	*					*	*	*			*	*	*
MATH	**Required: one level 30 Math**																								
Calculus 30																x									
General Math 30	x	x			x		x			x							x	x		x			x		x
Math 38																x					x				
Math A 30	x	x		x	x	x	x	x	x	x	x			x	x	x	x	x	x	x	x	x	x	x	x
Math B 30	x	x		x	x			x	x	x	x	x		x	x	x	x	x		x	x	x	x	x	
Math C 30		x		x										x	x	x	x			x					
SCIENCE	**Required: one level 30 Science**																								
Biology 30	x	x	x	x	x	x	x	x	x	x	x			x	x	x	x	x	x	x	x	x	x	x	x
Chemistry 30	x	x			x	x		x		x	x			x	x	x	x			x	x	x	x	x	
Geology 30																		x							
Physics 30											x			x	x	x	x		x	x		x		x	
Science 38																x					x				
Science 31																									
ENGLISH LANGUAGE ARTS	**Required: two level 30 English Language Arts**																								
ELA 38																x					x				
English A 31	x														x					x					x
English B 31	x														x					x					x
English Language Arts A 30	x	x	x	x	x	x	x	x	x		x	x		x	x	x	x	x	x	x	x	x	x	x	x
English Language Arts B 30	x	x	x		x	x	x	x	x		x	x		x	x	x	x	x	x	x	x	x	x	x	x
SOCIAL SCIENCES	**Required: one level 30 Social Science**																								
Economics 30																									
Geography 30																			x					x	
History 30			x									x				x				x					
Law 30	x				x	x	x		x	x		x		x	x	x				x		x			x
Native Studies 30	x	x		x		x	x	x	x	x	x			x	x	x		x	x	x	x	x	x	x	x
Psychology 30	x	x	x				x	x		x						x			x	x					
Social 38																					x				
Social Studies 30					x		x										x					x			x

Grade 12 Core Areas of study - availability by High School 2003 - 2004 * Indicates First Nation Schools	Air Ronge, Senator Myles Venne	Beauval, Valley View, Beauval	Black Lake, Father Porte Memorial	Buffalo Narrows, Twin Lakes	Buffalo Narrows, Northlands College	Canoe Lake, Canoe Lake First Nation	Creighton, Northlands College	Cumberland House, Charlebois School	Cumberland House, Nisto Awasisak Memorial	Deschambault, Kimosom Pwatinahk Collegiate	Dillon, Buffalo River Dene Nation	Fond du Lac, Father Gamache Memorial	Hall Lake, Sally Ross	Ile a la Crosse, Rossignol High	La Loche, La Loche, Dene Bldg.	La Ronge, Churchill High	La Ronge, Northlands College	Montreal Lake, Montreal Lake High	Patuanak, St. Louis School	Pelican Narrows, Opawikoscikan	Pinehouse, Minahik Waskahigan	Sandy Bay, Hector Thiboutot	Southend, Reindeer Lake High	Stanley Mission, Rhoda Hardlotte Memorial	Wollaston, Father Megret High
ELECTIVES	**Required: two level 30 Electives**																								
Phys Ed 30	X	X				X		X		X		X		X	X	X		X		X	X	X			
Cree 30	X	X								X								X		X		X	X	X	
Dene 30											X														
French 30																									
Traditional Pursuits 30																				X					
Arts Education 30		X						X		X															
Drama 30																				X					
Music 30																									
Visual Art 30															X	X		X		X	X			X	X
Career & Work Exploration 30			X													X				X					
Carpentry 10/20/30																									
Christian Ethics 30																									
Clothing Textile & Fashion 30														X							X			X	
Commercial Cooking 30																									
Computer Science 30																									
Economics 30												X													
Entrepreneurship 30																	X					X			
Exploring Trades & Technolc	X																							X	
Exploring Trades & Technolc	X																							X	
Fashion Studies 30																									
Food Studies 30				X											X	X	X				X				
Forestry 30																									
Geology 30														X											
Home Economics 30				X														X							
Industrial Arts 30				X											X										
Information Processing 30		X		X		X	X			X							X	X		X	X				
Life Transitions 30		X	X	X		X		X			X				X						X				X
Mining 30																									
PAA Survey 30		X		X				X												X				X	
School to Work 30																									
Special Project 30																									
Tourism 30																		X							
Welding 30								X													X				
Wildlife Management 30														X										X	
Work Experience 30	X																			X	X				

and personal growth by providing a framework of a minimum set of compulsory core courses and a set of electives based on the students' preferences and future career goals.

- Availability of Core Areas of Study for Grade 12 students by northern schools:

  ◊ Saskatchewan students need a total of 24 high school credits from grade 10 to 12 to graduate from high school. Seven of the credits must be at the 30 level (grade 12) and can be taken through a high school, Saskatchewan Government Correspondence School, or a post-secondary institution (like Northlands College) approved to offer secondary level courses. The core compulsory courses and a list of electives are listed in these charts.

Grade 12 Core Areas of study - availability by High School 2003 - 2004 * Indicates First Nation Schools	Air Ronge, Senator Myles Venne	Beauval, Valley View, Beauval	Black Lake, Father Porte Memorial	Buffalo Narrows, Twin Lakes	Buffalo Narrows, Northlands College	Canoe Lake, Canoe Lake First Nation	Creighton, Northlands College	Cumberland House, Charlebois School	Cumberland House, Nisto Awasisak Memorial	Deschambault, Kimosom Pwatinahk Collegiate	Dillon, Buffalo River Dene Nation	Fond du Lac, Father Gamache Memorial	Hall Lake, Sally Ross	Ile a la Crosse, Rossignol High	La Loche, La Loche, Dene Bldg.	La Ronge, Churchill High	La Ronge, Northlands College	Montreal Lake, Montreal Lake High	Patuanak, St. Louis School	Pelican Narrows, Opawikoscikan	Pinehouse, Minahik Waskahigan	Sandy Bay, Hector Thiboutot	Southend, Reindeer Lake High	Stanley Mission, Rhoda Hardlotte Memorial	Wollaston, Father Megret High
	*		*			*			*	*	*	*	*					*	*	*				*	*	*
MATH	**Required: one level 30 Math**																									
Calculus 30																x										
General Math 30	x	x			x		x			x							x	x		x			x		x
Math 38																x					x					
Math A 30	x	x		x	x	x	x	x	x	x	x			x	x	x	x	x	x	x	x	x	x	x	x	x
Math B 30	x	x		x	x			x	x	x	x	x		x	x	x	x	x		x	x	x	x	x		
Math C 30		x		x										x	x	x	x			x						
SCIENCE	**Required: one level 30 Science**																									
Biology 30	x	x	x	x	x	x	x	x	x	x	x			x	x	x	x	x	x	x	x	x	x	x	x	x
Chemistry 30	x	x			x	x		x		x	x			x	x	x	x			x	x	x	x	x		
Geology 30																		x								
Physics 30											x			x	x	x	x		x	x		x		x		
Science 38																x					x					
Science 31																										
ENGLISH LANGUAGE ARTS	**Required: two level 30 English Language Arts**																									
ELA 38																x					x					
English A 31	x														x					x					x
English B 31	x														x					x					x
English Language Arts A 30	x	x	x	x	x	x	x	x	x		x	x		x	x	x	x	x	x	x	x	x	x	x	x	x
English Language Arts B 30	x	x	x		x	x	x	x	x		x	x		x	x	x	x	x	x	x	x	x	x	x	x	x
SOCIAL SCIENCES	**Required: one level 30 Social Science**																									
Economics 30																										
Geography 30																			x					x		
History 30			x									x				x				x						
Law 30	x				x	x	x		x	x		x		x	x	x				x		x				x
Native Studies 30	x	x		x		x	x	x	x	x	x			x	x	x		x	x	x	x	x	x	x	x	x
Psychology 30	x	x	x				x	x		x						x			x	x						
Social 38																					x					
Social Studies 30					x		x										x					x				x

Grade 12 Core Areas of study - availability by High School 2003 - 2004 * Indicates First Nation Schools	Air Ronge, Senator Myles Venne	Beauval, Valley View, Beauval	Black Lake, Father Porte Memorial	Buffalo Narrows, Twin Lakes	Buffalo Narrows, Northlands College	Canoe Lake, Canoe Lake First Nation	Creighton, Northlands College	Cumberland House, Charlebois School	Cumberland House, Nisto Awasisak Memorial	Deschambault, Kimosom Pwatinahk Collegiate	Dillon, Buffalo River Dene Nation	Fond du Lac, Father Gamache Memorial	Hall Lake, Sally Ross	Ile a la Crosse, Rossignol High	La Loche, La Loche, Dene Bldg.	La Ronge, Churchill High	La Ronge, Northlands College	Montreal Lake, Montreal Lake High	Patuanak, St. Louis School	Pelican Narrows, Opawikoscikan	Pinehouse, Minahik Waskahigan	Sandy Bay, Hector Thiboutot	Southend, Reindeer Lake High	Stanley Mission, Rhoda Hardlotte Memorial	Wollaston, Father Megret High
ELECTIVES	**Required: two level 30 Electives**																								
Phys Ed 30	X	X				X		X		X		X		X	X	X		X		X	X	X			
Cree 30	X	X								X								X		X		X	X	X	
Dene 30											X														
French 30																									
Traditional Pursuits 30																				X					
Arts Education 30		X						X		X															
Drama 30																				X					
Music 30																									
Visual Art 30															X	X		X		X	X			X	X
Career & Work Exploration 30			X													X				X					
Carpentry 10/20/30																									
Christian Ethics 30																									
Clothing Textile & Fashion 30														X							X			X	
Commercial Cooking 30																									
Computer Science 30																									
Economics 30												X													
Entrepreneurship 30																	X					X			
Exploring Trades & Technolc	X																							X	
Exploring Trades & Technolc	X																							X	
Fashion Studies 30																									
Food Studies 30				X											X	X	X				X				
Forestry 30																									
Geology 30														X											
Home Economics 30				X														X							
Industrial Arts 30				X											X										
Information Processing 30		X		X		X	X			X							X	X		X	X				
Life Transitions 30		X	X	X		X		X			X				X						X				X
Mining 30																									
PAA Survey 30		X		X				X												X				X	
School to Work 30																									
Special Project 30																									
Tourism 30																		X							
Welding 30								X													X				
Wildlife Management 30														X										X	
Work Experience 30	X																			X	X				

4.2 Scholarships and Bursaries

Scholarship Program	Sponsoring Agency	Contact
Northern Saskatchewan Scholarship Program for students in university and technical programs	AREVA Group	425-6880
Northern Scholarship Program for students in university and technical programs	Cameco Corporation	425-4144
Gary Tinker Federation Scholarship for people from the northern region with disabilities	Gary Tinker Federation for the Disabled	1-866-365-5508
I.A.N.E Awards Program	Inter-Provincial Association on Native Employment	425-4372 1-800-667-4380
Northern Spirit Scholarship Program for students in university and technical programs	Northern Enterprise Fund Inc.	288-2258 1-800-864-3022
The Board of Governors Scholarship Regional Scholarships for continuing students	Northlands College Scholarships	425-4353
Health Bursary Program for students in health-related university and technical programs	Saskatchewan Health	787-7955/e-mail: bursary@health.gov.sk.ca Website: www.health.gov.sk.ca/hhrp_bursaries.html
Teacher Recruitment and Retention Bursaries for teachers through their school divisions	Saskatchewan Learning	Northern Lights School Division at 425-3302 Ile a la Crosse School Division at 833-2141 Creighton School Division at 688-5825
Other Sources for Scholarship and Bursary information		
First Nations or Tribal Councils Metis Training and Employment Centres Saskatchewan Indian Institute of Technology	NORTEP Northlands College Dumont Technical Institute	SIAST Saskatchewan Indian Federated College University of Saskatchewan University of Regina
Scholarship Websites: source Saskatchewan Learning website: www:sasked.gov.sk.ca		
www.sasknetwork.ca/html/Learners/financialhelp/scholarships.htm	Saskatchewan's comprehensive database of scholarship awards available from business/industry, community and service clubs, professional associations, government, unions, post-secondary institutions, and other organizations.	
www.inac.gc.ca	Scholarships, Bursaries and Awards for Aboriginal Students (Phone Indian Affairs or check booklet at NORTEP, Student Services)	
Www.scholarshipcanada.com	Canada's most comprehensive scholarship database	

Scholarship Program	Sponsoring Agency	Contact
www.studentawards.com	This site includes a powerful search engine that matches student profiles with suitable awards and delivers a list of award matches to their private, personalized mail box - all completely free of charge.	
www.milleniumscholarship.ca	The Canada Millennium Scholarship Foundation is a private and autonomous organization established by an Act of Parliament in 1998 with an endowment of $2.5 billion to help Canadians meet the challenges of a rapidly changing economy and society	
www.workinfonet.ca	A comprehensive list of scholarships, awards, loans and other financial assistance available across the country.	
http://www.neads.ca/	National Educational Association of Disabled Students (NEADS) - This site lists financial assistance programs designed for post-secondary students with disabilities.	
http://www.aucc.ca/programs/scholarships/index_e.html	Association of Universities and Colleges of Canada - A comprehensive listing of scholarships for undergraduates, graduate students, scholarships offered by organizations for employees' dependants, institutional research and academic exchange programs.	

4.3 Apprenticeship Training Opportunities and Prerequisites

- This practical training combines on-the-job worksite training with periods of technical training.
  - ◊ Apprenticeship training combines hands-on learning where experts in a trade (journeypersons) pass on their knowledge and expertise to employees (apprentices) right on the job.
  - ◊ In some trades, journeypersons also write an inter-provincial examination that qualifies them to work anywhere in Canada.
  - ◊ In northern Saskatchewan, the Northern Apprenticeship Committee (NAC) is working with the Apprenticeship and Trade Certification Commission and northern employers to increase the opportunities for people in trades employment and apprenticeship training. NAC was formed to help trades workers in northern Saskatchewan find longer periods of employment and progress through apprenticeship training more quickly. NAC also helps contractors and businesses locate trained northern trades workers more easily through a central registry.
  - ◊ Individuals entering trades have a better chance of being accepted for apprenticeship, of completing their apprenticeship and of succeeding as a journey person, if they have completed Grade 12. In the near future, a mandatory entrance examination will replace grade requirements.
  - ◊ Steps to entering a trade:

1. Stay in school. Most employers prefer to hire high school graduates with courses in mathematics, science, and communications.

2. Contact the Apprenticeship and Trade Certification office in your area or visit the web page www.sasknetwork.gov.sk.ca/pages/at/appship.html for tips on how to find an apprentice opportunity.

3. Find an employer or union willing to provide training and supervision to you as an apprentice. The Apprenticeship and Trade Certification office will help you and your employer sign a formal apprenticeship contract. This contract is registered with the Saskatchewan Apprenticeship and Trade Certification Commission. The fee to register as an apprentice is $150.00.

4. Attend technical training for the required number of weeks each year in order to receive theory, testing, and hands-on experience, some of which may not be available on the job.

- Some trades careers for northern employment are listed below.

Program Name	**Minimum Regulatory Entrance Requirement**	**Campus**	**Term of Apprenticeship**	**Length of Training per Year/Level at SIAST campus or decentralized to Northlands College**
Aircraft Maintenance Engineer Technician	Grade 11 or equivalent	Stevenson Aviation Technical Institute – Winnipeg	4 years	8 weeks per year
Auto Body Technician	Grade 10 or equivalent	Kelsey	4 years	8 weeks per year
Automotive Service Technician	Grade 10 or equivalent	Kelsey and Palliser	4 years	8 weeks per year
Barber Stylist	Grade 11 or equivalent	Woodland	2 years	1400-1500 pre-employment technical training
Boiler maker	Grade 9 or equivalent	Red River CC – Winnipeg	3 years	6 weeks per year
Bricklayer	Grade 10 or equivalent	Palliser	4 years	Level 1 - 9 weeks, Level 2 - 9 weeks and Level 3 - 12 weeks
Carpenter	Grade 10 or equivalent	Palliser and Woodland	4 years	7 weeks per year
Concrete Finisher	Grade 9 or equivalent	NAIT – Edmonton SAIT – Calgary	3 years	8 weeks (two levels of technical training)
Cook	Grade 10 or equivalent	Kelsey and Palliser	3 years	40 days per year
Cosmetologist	Grade 11 or equivalent	Woodland	2 years	1400-1500 pre-employment technical training
Crane and Hoist Operator	Grade 10 or equivalent	Western Trade Training Institute – Saskatoon	3 years	Complete required technical training and enough on-the-job experience to total at least 1500 hours/year
Drywall and Acoustical	Grade 10 or equivalent	NAIT – Edmonton	4 years	Complete the required technical training and enough on-the-job experience to total at least 1500 hours/year
Electrician	Grade 11 with Science 20 and Math 20 (Core)	Palliser and Woodland	4 years	8 weeks per year
Electronics Assembler	Grade 11 or equivalent	Kelsey	2 years	15 days per year

Program Name	Minimum Regulatory Entrance Requirement	Campus	Term of Apprenticeship	Length of Training per Year/Level at SIAST campus or decentralized to Northlands College
Electronics Technician (Consumer Products)	Grade 12 with Math 30A or equivalent	Palliser	4 years	6 - 7 weeks per year
Floorcovering Installer	Grade 10 or equivalent	Alberta	3 years	Level 1 – 7 weeks, Level 2 – 6 weeks
Food and Beverage Person	Employed in the industry	Saskatchewan Tourism Education Council	2 years (minimum)	1800 hours of workplace and technical training/year
Glass worker	Grade 9 or equivalent	SAIT – Calgary	4 years	6 weeks per year
Guest Service Representative	Employed in the industry	Saskatchewan Tourism Education Council	2 years (minimum)	1800 hours of workplace and technical training/year
Heavy Duty Equipment Mechanic	Grade 10 or equivalent	Kelsey	4 years	8 weeks per year
Industrial Instrument Mechanic	Grade 11 with Science 20 and Math 20 (Core)	Palliser	4 years	10 weeks per year
Industrial Mechanic (Millwright)	Grade 10 or equivalent	Kelsey	4 years	8 weeks per year
Insulator	Grade 9 or equivalent	NAIT – Edmonton	4 years	6 weeks per year
Ironworker (Reinforcing Rebar)	Grade 10 or equivalent	Palliser	3 years	Level 1 and 2 – 6 weeks, and Level 3 – 5 weeks
Ironworker (Structural)	Grade 10 or equivalent	Palliser	3 years	Level 1 - 7 weeks, Level 2 - 8 weeks and Level 3 - 7 weeks
Locksmith	Grade 11 or equivalent	Red Deer College	4 years	8 weeks per year
Machinist	Grade 10 or equivalent	Kelsey	4 years	Levels 1 to 3 - 8 weeks and Level 4 - 6 weeks
Motor Vehicle Body Repairer	Grade 10 or equivalent	Kelsey and Palliser	4 years	Levels 1 and 2 - 6 weeks, and Levels 3 and 4 - 7 weeks
Painter and Decorator	Grade 10 or equivalent	Alberta	3 years	Complete the required technical training and enough on-the-job experience to total at least 1800 hours/year
Partsperson	Grade 10 or equivalent	Kelsey	3 years	Levels 1 and 2 - 8 weeks, and Level 3 - 6 weeks
Plasterer	Grade 12	Burnaby, BC	3 years	4 weeks per year
Plumber	Grade 11 or equivalent	Kelsey	5 years	Levels 1 and 2 - 8 weeks, and Levels 3 and 4 - 7 weeks
Power Lineperson	Grade 11 with Science 20 and Math 20 (Core)	SaskPower – Weyburn	4 years	Level 1 – 17 days, Level 2 & 3 – 15 days and Level 4 – 10 days
Refrigeration Mechanic	Grade 10 or equivalent	Kelsey	4 years	Level 1 to 4 - 8 weeks (varying effective dates of implementation)
Roofer	Grade 9 or equivalent	Woodland	3 years	6 weeks per year
Sheet Metal Worker	Grade 10 or equivalent	Kelsey	4 years	8 weeks per year
Sprinkler Systems Installer	Grade 10 or equivalent	Red Deer College	4 years	3 weeks per year
Steamfitter-Pipefitter	Grade 11 or equivalent	Kelsey	4 years	Levels 1 and 2 - 8 weeks, and Levels 3 and 4 - 7 weeks
Steel Fabricator	Grade 10 or equivalent	Kelsey	3 years	8 weeks per year

Program Name	Minimum Regulatory Entrance Requirement	Campus	Term of Apprenticeship	Length of Training per Year/Level at SIAST campus or decentralized to Northlands College
Tilesetter	Grade 9 or equivalent	Tilesetters International Joint Conf. Board School, Burnaby, BC	4 years	4 weeks per year
Truck and Transport Mechanic	Grade 10 or equivalent	Kelsey	4 years	8 weeks per year
Water Well Driller	Grade 9 or equivalent	Red Deer College	2 years	6 weeks per year
Welder	Grade 10 or equivalent	Kelsey and Palliser	3 years	Levels 1 and 2 - 7 weeks and Level 3 - 8 weeks

4.4 Services for Learners and Employment Seekers

- Career and employment services province-wide

  ◊ Saskatchewan Community Resources and Employment encompasses income support, housing, childcare, and CanSask Career and Employment Services in order to strengthen participation in the labour market and reduce the disadvantages of unemployment and poverty.
  - Career services include office and internet services, career counselling, and job advertising.
  - Employment services include several employment-related funding programs, wage subsidies, and other funding to help clients get and keep a job.
  - In the northern area, 3 offices are located in La Ronge, Creighton, and Ile a la Crosse. In addition, partners provide services on a contract basis to such communities as Buffalo Narrows, Stony Rapids, Cumberland House, and Pinehouse.
  - The offices provide student financial assistance from Skills Training Benefit for clients receiving Employment Insurance Benefits and Provincial Training Allowance for students receiving social assistance.

- Internet Career Services

  ◊ Keewatin Career Development Corporation (KCDC) provides a web site, multi-media, and in-person career and employment services for community outreach offices and high schools under a contract with Community Resources and Employment. The contract was established to meet the needs of clients residing in remote locations where access to the Department's services is limited. KCDC provides seminars and workshops to counselors in these remote locations which will better enable them to offer quality career and employment services. The Community Access Centers are available to students or general public career planners and job seekers who want to use the Internet to access information that will help with their plans.

- Services for people with disabilities

  - The Gary Tinker Federation for the Disabled (GTF) provides career and employment assessments for clients with disabilities under a contract with Community Resources and Employment. The agency also provides funding to employers to assist people with disabilities gain work experience and employment.

- Northlands College supports for students

  - The college's Career Services unit is an integrated model to deliver counseling and student services in each region of the college. Each region is staffed by a full-time counselor and 2 student advisor positions and is supported by .5 Provincial Training Allowance (PTA) clerks to handle PTA administration. The counselors and student advisors are involved in various components of the Basic Education (BE) Assessment Model which is integrated into the counseling process, student selections, and student centered team meetings. In addition, the Career Services unit provides students with orientation, career planning workshops, financial counseling, referral to specialized services, and academic assessment.

  - The Learner Assistant Development (LAD) positions, as part of the Basic Education Assessment Model, provide further assessment testing, individual learning plans, and small group or individual instruction.

  - Northlands College's program centre in Creighton provides office space and support for the career and employment services of Community Resources and Employment.

4.5 Northlands College Training Program Priorities

Northlands College is based in the northern region, has 3 campus centres across the north, and is the main deliverer of programs for people in the area. Other agencies such as Saskatchewan Institute of Applied Science and Technology, Saskatchewan Indian Institute of Technologies, Saskatchewan Indian Federated College, Northern Teacher Education Program – NORTEP, Dumont Technical Institute, and Woodland Cree Enterprises also offer some post-secondary programs for careers in northern Saskatchewan.

Northlands College develops its training plans based on needs identified by the communities, Aboriginal agencies, economic development organizations, and industry. The College also develops partnerships with other agencies in order to leverage funding for the delivery of training across the north. At the April Board Meeting, the Board approved a Program Plan, which allocates funds by program area, by region, and by key sectors such as mining, forestry, health, literacy, and basic education. The following section provides a description and rationale for the Program Plan.

- Basic Education

  - Basic Education is the foundation for continuation into post-secondary training. Implementation of the Basic Education Assessment Model continues with an aim to improve

student placement and selections and enhance student success.

◊ Through partnerships with northern stakeholders, Northlands College will continue to deliver core basic Education programs in the three main program centres and additional basic education programs in local communities. In 2003-04, Northlands College delivered over $2.2 M worth of basic education programs based on a provincial grant of $1.17 M. Partnerships realized basic education and literacy programming in 16 communities and 3 mine sites. (As of May 2004)

◊ A variety of Basic Education credit courses will be offered including Adult 12, Pre-technologies, GED Preparation, and Developmental Studies Phase III. The Mineral Sector Steering Committee continues to support the delivery of pre-technologies, which includes Level 30 Math and Sciences required for entry into technical training, health sciences and university. (Many students from small northern communities do not have access to the full scope of Level 30 Math and Sciences.) In addition, Northlands will continue to partner with KCDC and Northern Lights School Division to pilot delivery of Online Grade 10 courses. Online or distributed delivery is essential to meet existing needs given the shortage of teachers and the need to extend access beyond the three main program centers located in Buffalo Narrows, La Ronge, and Creighton

◊ Basic Education non-credit courses include Developmental Studies Phase I, Developmental Studies Phase II, Workplace Literacy, and project based and volunteer literacy programs. Northlands College will be delivering the third and final year of its Northern Literacy Strategy and, given no new literacy program funds, the implementation of the strategy continues based on the development of partnerships and the acquisition of federal funding. The focus of the Strategy in the third year will be program development using Recognition of Prior Learning in the focus areas of Early Childhood Education, Library Technician, and Water & Waste Water workers; program delivery using Alpha route; and development and renewal of the next Northern Literacy Strategy. A gap in full-time literacy credit programming definitely exists.

◊ Oil sands, forestry, and mining sectors are increasingly requiring new recruits to have a minimum of Grade 12/GED 12. This will increase the demand for GED preparation classes and full-time credit programs. As recommended by the TEL Committee, three pilots of online GED will be delivered using different platforms and integrating Canadian content.

◊ Northlands College's Technology Enhanced Learning and Operations Strategy will seek opportunities to expand capacity throughout the north. Northlands College has 3 Technology Enhanced Learning Centres, which were launched last year. The TEL Centres' Distance Education Tutors will continue to be part of a "Supported Distance Education Model".

◊ Challenges in maintaining existing levels of education programs include the shortage of teachers, increases in salaries and facility leases, continued pressure on funding agencies' resources, lack of continuity of third-party funding agreements, no increase in BE program funding, and the cap on student support from the PTA allocation.

- Skills Training

  ◊ Skills programming needs and delivery are planned in conjunction with a number of stakeholders in the North. Partners are crucial to delivering the number and variety of Skill programs delivered by Northlands each year. Partnerships exist and continue to develop in mineral, forestry, health, and traditional economies sectors in the north. In 2003-04, the College leveraged over $2.17M consisting of Saskatchewan Skills Extension Program, Quick-Skills, Work-base Training, MPTP III, and CanSask Labour Market Development Agreement into $3.9 M of Skill programs. (As of May 2004)

  ◊ Existing agreements such as the Multi Party Training Plan III, the Forestry Training Plan, and Northern Development Agreement continue to tie skill programming directly to industry-defined needs. Given the high level of training delivered under existing partnerships, potential new partnerships in health and traditional economies will further strain the College's resources.

  ◊ The Mineral Sector MPTP III has initially approved 8 skill programs and some support for the Northern Apprenticeship Coordinator. The Mineral Sector Steering Committee is launching 3 major technical training programs for the first time in the same academic year, and as such, an early recruitment campaign was launched during the program planning meetings. The challenge continues to be the ability to decentralize trades and skill programs to the north and to certify residents for northern employment.

  ◊ An overview of some of the program offerings are Practical Nursing, Radiation/ Environment Tech, Geological Tech, Instrumentation Tech, Early Childhood Development, Recreation and Leisure Management, Teacher Assistant, Institutional Cooking, Pre-employment Electrical, Plumbing Applied Certificate, 1A Truck Driver Training, Home Care/Special Care, Primary Care Paramedic, and Office Education. Skill training is projected to increase by 30,000 participant hours due to an increase in the mineral sector full-time technical programs. Other skill programming is anticipated to remain at existing levels pending the ability to continue to partner with northern agencies and industries.

- University

  ◊ Northlands College is an official off-campus Arts and Science site, offering courses from both the University of Saskatchewan and University of Regina. University access through Northlands College is coordinated out of La Ronge. Access through SCN sites is available in Ile a Crosse, La Loche, Pelican Narrows, Sandy Bay, Stanley Mission, Buffalo Narrows, Creighton, and La Ronge.

  ◊ Northlands College continues to offer a "Supportive Distance Education Model". Northlands hires its tutors and proctors to have control over the delivery of service to the students

  ◊ Technology Enhanced Learning (TEL) Community Access Centres in Buffalo Narrows, La Ronge, and Creighton enable students to access on-line university classes. The selection of online classes has increased and Northlands has participated in some pilot online programs.

Experience revealed that students need on-site support by the technician, coordinator, and Distance Education Tutors to help them through the first weeks of class.

◊ The Regional University Program in Buffalo Narrows completed 7 terms and reserve funding remains to deliver one more year. The University Regional Program in Buffalo again this year will provide 2 options: a Teachers Entrance option and a Bachelor of Arts option. In addition, students' options this year include a one-year Certificate of Continuing Education Administrative Development. Barriers to full-time study continue to be lack of funding and/or work opportunities

◊ Northlands College will partner with the First Nations University of Canada to deliver Teacher Education Year One in Pelican Narrows and Human Justice in Creighton.

- Funding and resources for programming in 2004-2005 program year

◊ Partnership ability has been maximized and there is little room for expansion.

◊ The College will be involved in a number of new initiatives. These initiatives take resources away from existing programs and put serious pressure on limited resources for all stakeholders in the north. As well, resources are under additional pressure from training efforts that are underway to meet the skill shortages expected in the next few years as baby boomers near retirement, particularly in trades and professional positions.

◊ Clients' abilities to participate in education or training are seriously affected by funding agencies' abilities to maintain and negotiate their funding agreements, delays, or changes in criteria.

◊ Program dollars allocated by the province are status quo and inflationary costs must be met with existing budgets.

◊ Increased access via technology will result in increased costs for learner support to ensure success.

- Because program planning is tied to needs identified in the northern labour market:

◊ Programs rarely experience low enrollments.

◊ All programs, particularly skill training, experience capacity pressures. Industry involvement in the training needs assessment process ensures that skill training is linked directly to employment opportunities and activity within the northern labour market. In an area with a large young population and a small economic base, training is seen as a means of accessing the few available jobs. Usually the numbers of applications for training are beyond the number of available training seats.

◊ The College anticipates that pressure will continue, particularly in high school programming/basic education and skill training, because of the demographic profile of the population in the northern region. (Last year, Northlands College delivered over 117 programs across the north to over 894 full-time and 945 part-time students.)

4.6 Training Opportunities through Northlands College 2004-2005

The following programs were slated for delivery as of summer 2004. Additional programs will be launched throughout the year – please check with Northlands College staff for up-to-date listings.

Program Name	Location	Dates	Length	Tuition	Books Etc	Entrance Requirements
Mine Training						
1A Truck Driver Training	La Ronge	Apr 27/05 – June 17/05	8 Weeks	$5665	N/A	Drivers abstract, criminal record check, drug testing, Valid class 5 drivers license
Geological Technician	La Ronge	Oct 18/04 – Oct 7/05	48 Weeks	$4224	$1,000	Grade 12 with English A30 & B30, Math 30, and at least one 30 level Science
Heavy Equipment Operator	Cumberland House	July 5/04 – July 30/04	4 Weeks	$1408	TBA	18 years of age, Grade 10 with a valid class 5 Driver License
Instrumentation Engineering Technology	La Ronge	Aug 30/04 – July 29/05	46 Weeks	$4048	$1500	Grade 12 with Math A30, B30 & C30, Physics 30 or Chemistry 30
Radiation/Environmental Monitoring Technician	La Ronge	Oct 18/04 – Oct 7/05	48 Weeks	$4224	$1000	Minimum Grade 11 with English Language Arts 20 or Math 20 & Chemistry 20, preference for Grade 12 graduates
Forestry						
There will be a number of Forestry programs offered in the regions in consultation with Industry and the Forestry Training Sub-committee. Information regarding these programs will be announced at later dates.						
Health & Community Services						
Early Childhood Development Yr 1	Pinehouse	Aug 23/04 – June 29/05	40 Weeks	$3520	$1350	Grade 12 or Adult Admission with pre-testing
Early Childhood Education	La Loche	Sept 01/04 – May 20/05	34 Weeks	$2992	$1000	Grade 12 or special admission
Early Childhood Development Yr 1	La Ronge	Aug 16/04 – June 3/04	40 Weeks	$3520	$1350	Grade 12 or Adult Admission with pre-testing
Early Childhood Development Yr 2	La Ronge	Aug 16/04 – June 3/04	40 Weeks	$3520	$1350	Completion of Yr 1
Home Care Special Care Aide	Creighton	Sept 13/04 – May 6/05	30 Weeks	$2640	$1000	Grade 10, personal and physical suitability, criminal record check
Home Care Special Care Aide	La Ronge	Oct 12/04 – June 3/05	30 Weeks	$2640	$800	Grade 10, personal and physical suitability, criminal record check
Home Maintenance and Repair	Pelican Narrows	July 5/04 – Aug 30/04	8 Weeks	$704	TBA	Grade 10, three letters of reference
Practical Nursing	La Ronge	Sept 04/04 – Dec 9/05	58 Weeks	$5104	$1450	Grade 12, ELA/English 30A, ELA/English 30B, level 30 Math, level 30 Science, criminal record check

Program Name	Location	Dates	Length	Tuition	Books Etc	Entrance Requirements
Recreation & Leisure Management Diploma	Buffalo Narrows	Sept 01/04 – June 27/06	80 Weeks (2Yrs)	$3520/ yr	$1350/yr	Grade 12 or GED 12
Teacher Assistant	La Ronge	Aug 23/04 – June 3/05	36 Weeks	$3168	$1350	Grade 12 or GED 12
Teacher Education Program Year 1	Pelican Narrows	Sept 7/04 – Apr 29/05	30 Weeks	$2640	TBA	Grade 12 or mature entrance and meet U of R entrance requirements
Primary Care Paramedic	Creighton	Sept /04 – Jan /05	16 Weeks	$1584	$600	Grade 12 or GED 12 with Eng A30 & Eng B30
Human Justice	Creighton	Aug 23/04 – June 3/05	36 Weeks	$3168	$1350	Grade 12 or GED 12
Business						
Office Education	La Ronge	Sept 7/04 – June 24/05	38 Weeks	$3344	$1000	Grade 12 or special admission
Trades						
Institutional Cooking	La Ronge	Oct/04 – Apr /05	24 Weeks	$2112	$700	Grade 10
Pre Employment Welding	Buffalo Narrows	Sept 01/04 – Aug 31/05	50 weeks	$4400	$600	Grade 10
Pre-Employment Electrical	Creighton	Sept 7/04 – Apr 29/05	30 Weeks	$2640	$300	Grade 11, entrance assessment and intake interview
Plumbing Applied Certificate	Buffalo Narrows	TBA	20 Weeks	$1760		
Basic Education						
Adult 12/Pre-Tech – Quadmester System	Buffalo Narrows	Aug 18/04 – June 27/05	40 Weeks	$6800	N/A	Grade 10 or equivalent and placement exam
Adult 12	Pinehouse	Oct 4/04 – May 27/05	31 Weeks	$5270	N/A	Grade 10 or equivalent and placement exam
Adult 12 Pre-Tech. – Quadmester System	La Ronge	Aug 18/04 – June 27/05	40 Weeks	$6800	N/A	Grade 10 or equivalent and placement exam
Adult 12/Pre-Tech	Creighton	Aug 18/04 – June 27/05	40 Weeks	$6800	N/A	Grade 10 or equivalent and placement exam
Bridging to Adult 12	Creighton	Aug 18/04 – June 20/05	39 Weeks	$6630	N/A	Grade 10 or equivalent and placement exam
Developmental Studies Phase 1	La Ronge	Sept 20/04 – Dec 17/04	12 Weeks	$1980	N/A	Pre-test and intake interview
Developmental Studies Phase 1&2	Cumberland House	Sept 7/04 – June 10/05	34 Weeks	$5780	N/A	Pre-test and intake interview
Developmental Studies Phase 1 & 2	Deschambault Lake	Sept 7/04 – June 10/05	34 Weeks	$5780	N/A	Pre-test and intake interview
Developmental Studies Phase 1 & 2	Sandy Bay	Sept 7/04 – June 10/05	34 Weeks	$5780	N/A	Pre-test and intake interview
Developmental Studies Phase 2	La Ronge	Jan 6/05 – June 10/05	22 Weeks	$3740	N/A	Pre-test and intake interview
Developmental	Buffalo	Aug 30/04	27	$4590	N/A	Developmental Studies Phase II, or

Program Name	Location	Dates	Length	Tuition	Books Etc	Entrance Requirements
Studies Phase 3	Narrows	– Mar 24/05	Weeks			pre-test and intake interview
Developmental Studies Phase 3	Pelican Narrows	Sept 6/04 – May 6/05	27 Weeks	$4590	N/A	Developmental Studies Phase II, or pre-test and intake interview
Developmental Studies Phase3	La Ronge	Aug 25/04 – Mar 31/05	27 Weeks	$4590	N/A	Developmental Studies Phase II, or pre-test and intake interview
Literacy	Pelican Narrows	Sept 30/04 – May 6/05	27 Weeks	$4590	N/A	No prerequisite
GED – grade 12 equivalency	La Ronge Buffalo Creighton			Test fee $35		Call for dates
Online High School	College Wide	Aug 04 – June 05	40 Weeks	$6800	N/A	Intake Interview
Distance Learning						
TEL Centres - Technology Enhanced Learning	La Ronge Creighton Buffalo Narrows	Courses from the University of Regina, University of Saskatchewan, SIAST, and the regional colleges are available using on-line and enhanced technology. Northlands College provides computer and internet access at each of the Program Centres. Credit and non-credit courses are available. Contact the college for information or go to www.campussaskatchewan.com				
Business Certificate	La Ronge Creighton Buffalo Narrows	SIAST courses via SCN and on-line. Students should register directly with SIAST, Palliser Campus by calling 694-3257 of call Northlands College at 425-4353.				
Human Resources courses	La Ronge Creighton Buffalo Narrows	SIAST courses via SCN and on-line. Students should register directly with SIAST, Palliser Campus by calling 694-3257 of call Northlands College at 425-4353.				
Ed-2-Go		A variety of computer, business, and personal enrichment courses are available on-line. Each course consists of 12 lessons over 6 weeks. Call Northlands College at 1-888-311-1185 or go to the website at www.ed2go.com/northlands/				
University Education						
Bachelor of Arts, Sociology	La Ronge Creighton Buffalo Narrows	Northlands College is an official off-campus Arts and Science site offering courses from both the University of Saskatchewan and the University of Regina. Through the regional centres in La Ronge, Creighton, and Buffalo Narrows, students can complete a Bachelor of Arts, Sociology or 2 years of credits which lead to a Bachelor of Social Work, Bachelor of Education, Aboriginal Justice program, Law, or other degree programs. Many courses are scheduled in the evenings to enable part-time study by working students. In this way, students can complete a degree over several years. Northlands College has no quotas or restrictions on university programs and courses. All students admitted to either university are eligible to register. All regulations for admission, registration, fees, and deadlines are governed by the affiliated university. No extra fees are charged beyond those incurred by all students in the province.				
2 years of credits which lead to a Bachelor of Social Work, Bachelor of Education, Aboriginal Justice program, Law, or other degree	La Ronge Creighton Buffalo Narrows					
Teacher Entrance Option/Bachelor of Arts Option	Buffalo Narrows	September 2004-April 2005	Students choosing the Teacher Entrance Options could complete 60 credits of course work towards an elementary or middle years B. Ed. Students choosing the B.A. option could complete a B.A. majoring in Sociology. Full time and part time study is available.			
Certificate of Continuing Education Administrative Development	La Ronge Creighton Buffalo Narrows	September 2004-April 2005	This program is designed to help broaden understanding of the function of organizations and improve analytical skills. It consists of 30 credits of university course work that can be applied to a diploma of Administration or a Bachelor Degree of Administration, Arts, Social Work, or other.			

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5.2 Northern Labour Market Committee

The Northern Labour Market Committee (NLMC) began in 1983 with a membership of 10 training organizations and has expanded to over 80 participants to become an effective and respected forum to address employment, training, and economic development issues in northern Saskatchewan.

Participants represent industry and employers, training institutions, funding agencies, and northern communities. Working through 11 subcommittees, the NLMC has shared information, pursued solutions, and worked on tasks in all sectors including education and training, mining, forestry, aviation, apprenticeship, health, information technology, tourism, oil sands development, small business and traditional economies.

- Partners had several achievements this past year

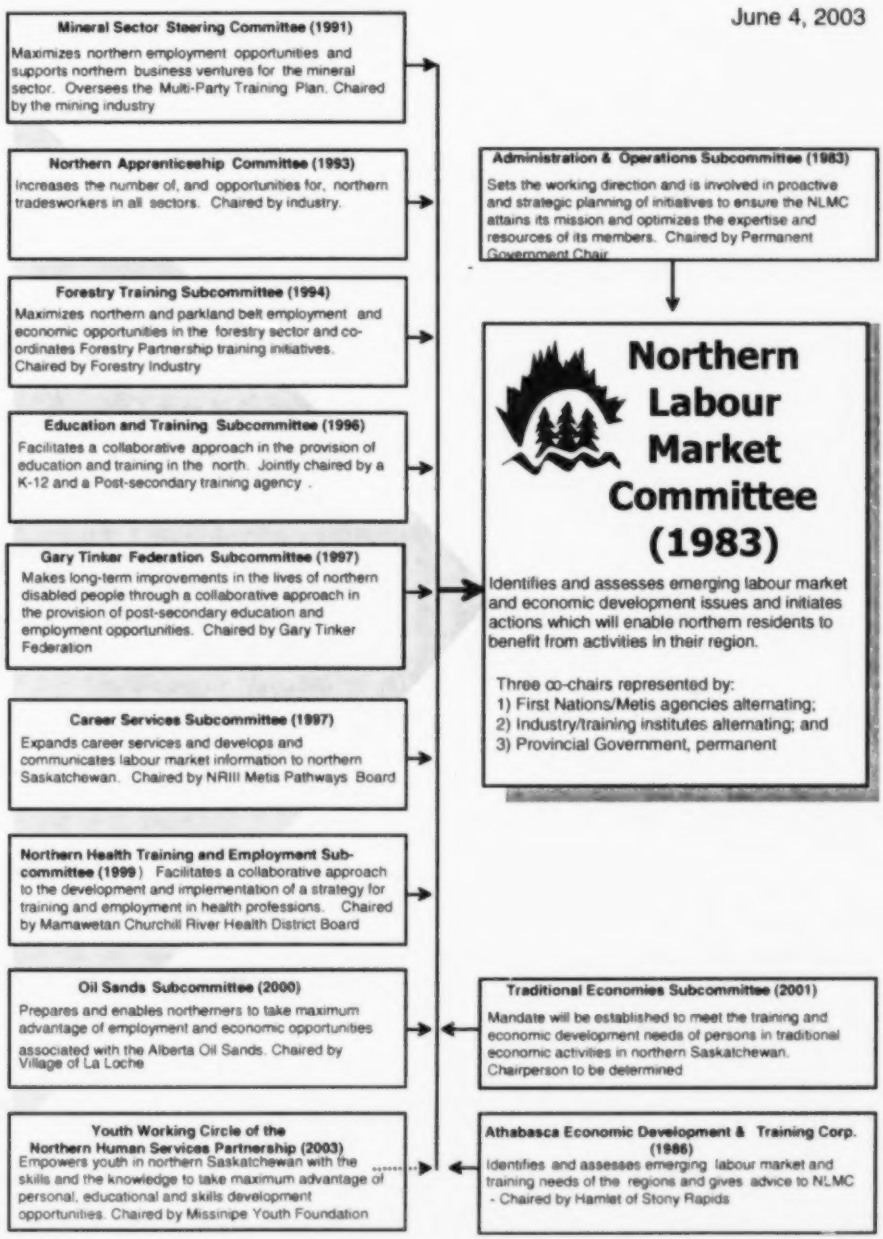
  ◊ The Northern Labour Market Committee celebrated its 20th anniversary.

  ◊ The Mineral Sector Steering Committee successfully negotiated Multi-Party Training Plan Phase III for the mineral sector and directed training under the Plan for over 450 students.

- ◊ The Forestry Training Subcommittee administered Forestry Training Plan funds to support training and continued employment of 80 students in the forest sector.

- ◊ The Northern Apprenticeship Committee employed a coordinator to assist the more than 200 northern apprentices in training and employment. The Committee applied for and won funding from the Northern Development Agreement for two trades training projects in 2004 - a construction training project at Ile a la Crosse and a hospitality training program for the northwest.

- ◊ The Career Services Subcommittee, as part of the Keewatin Career Development Corporation, delivered workshops across the north on career planning services to over 90 adults and 450 students at northern First Nations and provincial schools.


June 4, 2003
Mineral Sector Steering Committee (1991)
Maximizes northern employment opportunities and supports northern business ventures for the mineral sector. Oversees the Multi-Party Training Plan. Chaired by the mining industry
Northern Apprenticeship Committee (1993)
Increases the number of, and opportunities for, northern tradesworkers in all sectors. Chaired by industry.
Forestry Training Subcommittee (1994)
Maximizes northern and parkland belt employment and economic opportunities in the forestry sector and co-ordinates Forestry Partnership training initiatives. Chaired by Forestry Industry
Education and Training Subcommittee (1996)
Facilitates a collaborative approach in the provision of education and training in the north. Jointly chaired by a K-12 and a Post-secondary training agency .
Gary Tinker Federation Subcommittee (1997)
Makes long-term improvements in the lives of northern disabled people through a collaborative approach in the provision of post-secondary education and employment opportunities. Chaired by Gary Tinker Federation
Career Services Subcommittee (1997)
Expands career services and develops and communicates labour market information to northern Saskatchewan. Chaired by NRIII Metis Pathways Board
Northern Health Training and Employment Sub-committee (1999) Facilitates a collaborative approach to the development and implementation of a strategy for training and employment in health professions. Chaired by Mamawetan Churchill River Health District Board
Oil Sands Subcommittee (2000)
Prepares and enables northerners to take maximum advantage of employment and economic opportunities associated with the Alberta Oil Sands. Chaired by Village of La Loche
Youth Working Circle of the Northern Human Services Partnership (2003)
Empowers youth in northern Saskatchewan with the skills and the knowledge to take maximum advantage of personal, educational and skills development opportunities. Chaired by Missinipe Youth Foundation
Administration & Operations Subcommittee (1983)
Sets the working direction and is involved in proactive and strategic planning of initiatives to ensure the NLMC attains its mission and optimizes the expertise and resources of its members. Chaired by Permanent Government Chair
Northern Labour Market Committee (1983)
Identifies and assesses emerging labour market and economic development issues and initiates actions which will enable northern residents to benefit from activities in their region.
Three co-chairs represented by:
1) First Nations/Metis agencies alternating;
2) Industry/training institutes alternating; and
3) Provincial Government, permanent
Traditional Economies Subcommittee (2001)
Mandate will be established to meet the training and economic development needs of persons in traditional economic activities in northern Saskatchewan. Chairperson to be determined
Athabasca Economic Development & Training Corp. (1986)
Identifies and assesses emerging labour market and training needs of the regions and gives advice to NLMC - Chaired by Hamlet of Stony Rapids

Northern Labour Market Committee – Members, participants, and agencies on the distribution list	
AGENCY	**AGENCY**
APPRENTICESHIP & TRADE CERTIF. COMMISSION	NORTEP/NORPAC
AREVA GROUP	NORTHCOTE METIS DEVELOPMENT CORP.
ATHABASCA ECONOMIC DEV. & TRAINING CORP.	NORTHEAST DEVELOPMENT CORPORATION
ATHABASCA HEALTH AUTHORITY	NORTHERN APPRENTICESHIP COMMITTEE
AURORA COMMUNCIATIONS	NORTHERN DEVELOPMENT BOARD CORP.
BEAUVAL, NORTHERN VILLAGE OF	NORTHERN HEALTH STRATETGY WORKING GROUP
BEAVER RIVER COMMUNITY FUTURES CORPORATION	NORTHERN LIGHTS SCHOOL DIVISION
BUFFALO NARROWS ECONOMIC DEVEL CORP	NORTHERN MINES MONITORING SECRETARIAT
BUFFALO NARROWS, VILLAGE/NEW NORTH CHAIR	NORTHERN NEIGHBOURS - OIL SANDS SUBCOMMITTEE
CAMECO CORPORATION	NORTHERN RESOURCE TRUCKING
CENTRAL CREE ECONOMIC DEVELOPMENT CORP.	NORTHERN SASK TRAPPERS ASSOCIATION
CLAUDE RESOURCES INC.	NORTHLANDS COLLEGE
CLEARWATER CLEAR LAKE METIS REGION 2	NORTHWEST COMMUNITIES WOOD PRODUCTS
CREIGHTON REGIONAL DEVELOPMENT CORP.	NORTHWEST DEVELOPMENT COUNCIL
CREIGHTON SCHOOL DIVISION #111	OIL SANDS SUBCOMMITTEE
CROWN INVESTMENTS CORPORATION OF SASK.	PETER BALLANTYNE CREE NATION
CUMBERLAND HOUSE, VILLAGE/NORTHCOTE METIS	PRINCE ALBERT GRAND COUNCIL
DUMONT TECHNICAL INSTITUTE	PRINCE ALBERT INN
FOREST INDUSTRY LOGGING & SUPPLIERS ASSOC	SAKITAWAK DEVELOPMENT CORPORATION
GABRIEL DUMONT INSTITUTE	SASK. COMMUNITY RESOURCES & EMPLOYMENT
GARY TINKER FEDERATION	SASK. INDIAN INSTITUTE OF TECHNOLOGIES
GREEN LAKE METIS WOOD PRODUCTS	SASK. LABOUR FORCE DEVELOPMENT BOARD
HUDSON BAY MINING AND SMELTING	SASKATCHEWAN CONSTRUCTION ASSOCIATION
HUMAN RESOURCES DEVELOPMENT CANADA	SASKATCHEWAN COOPERATIVE FISHERIES LIMITED
ILE A LA CROSSE SCHOOL DIVISION	SASKATCHEWAN CORRECTIONS & PUBLIC SAFETY
INDIAN AND NORTHERN AFFAIRS CANADA	SASKATCHEWAN CULTURE, YOUTH AND RECREATION
JIM BRADY DEVELOPMENT CORPORATION	SASKATCHEWAN ENVIRONMENT
JIM BRADY EMPLOYMENT AND TRAINING CENTRE	SASKATCHEWAN FOREST CENTRE
KEEWATIN CAREER DEVELOPMENT CORP.	SASKATCHEWAN HIGHWAYS AND TRANSPORTATION
KEEWATIN YATHE HEALTH DISTRICT	SASKATCHEWAN INDIAN FEDERATED COLLEGE
KITSAKI MANAGEMENT LIMITED PARTNERSHIP	SASKATCHEWAN INDUSTRY AND RESOURCES
LAC LA RONGE INDIAN BAND, EDUCATION BRANCH	SASKATCHEWAN LABOUR
MAMAWETAN CHURCHILL RIVER HEALTH DISTRICT	SASKATCHEWAN LEARNING
MEADOW LAKE OSB LIMITED PARTNERSHIP	SASKATCHEWAN NORTHERN AFFAIRS
MEADOW LAKE TRIBAL COUNCIL	SASKTEL, ABORIGINAL UNIT
METHY PATHWAYS BOARD	SIAST, PALLISER CAMPUS
METIS EMPLOYMENT AND TRAINING - BEAUVAL	SIAST, WOODLAND CAMPUS
METIS EMPLOYMENT AND TRAINING CENTRE	VISIONS NORTH
METIS EMPLOYMENT AND TRAINING OF SASK. INC	WEYERHAEUSER SK. LTD.
MILLAR WESTERN PULP LTD.	WOODLAND AND WATERWAYS REGIONAL DEV. CORP.
MISTIK MANAGEMENT	WOODLAND CREE ENTERPRISES INC.
NATURAL RESOURCES CANADA, CAN. FOREST SERV	WOODLAND CREE LOGGING
NEW NORTH - SANC SERVICES INC.	YOUTH LEADERSHIP NORTH
	ZELENSKY BROTHERS SAWMILL